



Civic Arts Commission
Office of Economic Development

Civic Arts Commission Meeting **Wednesday, December 8, 2021** **6:00 PM**

PUBLIC ADVISORY: THIS MEETING WILL BE CONDUCTED EXCLUSIVELY THROUGH VIDEOCONFERENCE AND TELECONFERENCE

Pursuant to Government Code Section 54953(e) and the state declared emergency, this meeting of the Civic Arts Commission will be conducted exclusively through teleconference and Zoom videoconference. The COVID-19 state of emergency continues to directly impact the ability of the members to meet safely in person and presents imminent risks to the health of attendees. Therefore, no physical meeting location will be available.

To access the meeting remotely: Join from a PC, Mac, iPad, iPhone, or Android device: Please use this URL <https://us02web.zoom.us/j/84636357745>. If you do not wish for your name to appear on the screen, then use the drop down menu and click on "rename" to rename yourself to be anonymous. To request to speak, use the "raise hand" icon by rolling over the bottom of the screen. To join by phone: Dial **1-669-900-9128** and enter Meeting ID: **846 3635 7745**. If you wish to comment during the public comment portion of the agenda, Press *9 and wait to be recognized by the Chair. To submit an e-mail comment during the meeting to be read aloud during public comment, email civicarts@cityofberkeley.info with the Subject Line in this format: "PUBLIC COMMENT ITEM ##." Please observe a 150-word limit. Time limits on public comments will apply.

Agenda

1. **CALL TO ORDER**
2. **ROLL CALL**
3. **PUBLIC COMMENT** (for items not on the agenda)
4. **PRESENTATIONS and DISCUSSION**
 - a) Affordable Housing for Artists and Cultural Workers: Presentation of Survey Findings and Recommendations, by Anh Thang Dao-Shah and Asif Majid (**Attachment 2, Added 12/7/2021**)

5. APPROVAL OF MINUTES

- a) October 27, 2021 Draft Minutes (Attachment 1)

6. CHAIR'S REPORT

- a) Saying goodbye and thanking John Slattery for his service on the Civic Arts Commission
- b) Summary of 2021 Civic Arts activities

7. ACTION ITEMS (All items for discussion and possible action)

- a) Measure T1 Phase 2 Project Sites (**Attachment 3, Added 12/7/2021**)
- b) Alternate Civic Arts Commission representative to the Design Review Committee for one meeting in February 2022
- c) Approval of purchase of artwork by Susan Duhan Felix from current Civic Center Exhibition for \$500 (**Attachment 4, Added 12/7/2021**)

8. STAFF REPORT

- a) Update on Berkeley Arts Recovery Grants process

9. COMMITTEE REPORTS

- a) Grants
- John Slattery, Chair
 - Lisa Bullwinkel
 - Liz Ozol
- b) Policy
- Kim Anno, Chair
 - Lisa Bullwinkel
 - Modesto Covarrubias
- c) Public Art
- Matt Passmore, Chair
 - Kim Anno
 - Dana Blecher
 - Modesto Covarrubias
- d) Representative on Berkeley Cultural Trust
- Lisa Bullwinkel
- e) Representatives on Berkeley Arts Education Steering Committee Representative
- Liz Ozol
 - Riti Dhesi

- f) Representative on Design Review Committee
 - Dana Blecher

- g) Representative on Ad-Hoc Artists Affordable Housing Committee
 - Kim Anno

10. COMMUNICATION

11. ADJOURNMENT

Attachments:

1. October 27, 2021 Draft Minutes
2. Affordable Housing for Artists and Cultural Workers Final Report
3. Measure T1 Phase 2 Project Sites
4. Artwork by Susan Duhan Felix

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Civic Arts Commission
Office of Economic Development

DRAFT MINUTES
Civic Arts Commission Meeting
Wednesday, October 27, 2021
6:00 PM

No physical location; meeting held exclusively through videoconference and teleconference.

1. CALL TO ORDER 6:01 PM

2. ROLL CALL

Commissioners Present: Anno, Blecher, Bullwinkel, Covarrubias, Dhesi, Ozol (arrived at 6:31 PM), Passmore, Slattery.

Commissioners Absent: None

Staff Present: Jennifer Lovvorn, Commission Secretary/Chief Cultural Affairs Officer; Donnaracia Scurry, Civic Arts Analyst; and Eleanor Hollander, Economic Development Manager.

Members of the public in attendance: 1

3. PUBLIC COMMENT (for items not on the agenda)

0 speakers

4. APPROVAL OF MINUTES

a) **September 22, 2021 Draft Minutes**

Action: M/S/C (Bullwinkel/Blecher) to approve the September 22, 2021 Minutes.

Vote: Ayes — Anno, Blecher, Bullwinkel, Covarrubias, Dhesi, Ozol, Passmore, Slattery;
Nays — None; Abstain — None; Absent — None.

5. CHAIR'S REPORT

a) The Chair reported that the Alameda County Arts Commission has begun hosting monthly County and City Arts Partnership meetings which include arts leaders (Commission Chairs and City staff) from all the cities and unincorporated areas in Alameda County.

b) He also reported that the draft Development Agreement with Bayer negotiated by the Mayor and Council Member Taplin includes funding for the Public Art in Private Development

Fund at \$60,000 a year with a 2% increase in each subsequent year. He explained that there is an item on tonight's agenda to take action on a letter from the Civic Arts Commission to Council supporting this agreement.

6. **PRESENTATIONS and DISCUSSION**

- a) Discussion of the Measure T1 Phase 2 Project Sites. The list of potential project sites will be reviewed at the upcoming Public Art Committee meeting in November. Recommended public art project sites will be forwarded from this committee to the full Civic Arts Commission for their December meeting.
- b) Discussion of the potential impact of the Fair Work Week Ordinance on arts organizations.

7. **ACTION ITEMS** (All items for discussion and possible action)

a) **Letter to Council: Development Agreement with Bayer**

Action: M/S/C (Anno/Ozol) to approve the letter of support to City Council regarding the Bayer Development Agreement.

Vote: Ayes — Anno, Blecher, Bullwinkel, Covarrubias, Dhesi, Ozol, Passmore, Slattery;
Nays — None; Abstain — None; Absent — None.

b) **2352 Shattuck (Logan Park) Preliminary Public Art Plan, Presented by Karen Eichler**

Action: M/S/C (Passmore/Anno) to approve the Preliminary Public Art Plan for 2352 Shattuck project.

Vote: Ayes — Anno, Blecher, Bullwinkel, Covarrubias, Dhesi, Ozol, Passmore, Slattery;
Nays — None; Abstain — None; Absent — None.

c) **Approval of Berkeley Art Works Project Grants – October 2021 Panel Results**

Action: M/S/C (Anno/Ozol) to approve Berkeley Art Works Projects Grants – October 2021 Panel Results.

Vote: Ayes — Anno, Blecher, Bullwinkel, Covarrubias, Dhesi, Ozol, Passmore, Slattery;
Nays — None; Abstain — None; Absent — None.

d) **2022 Civic Arts Commission meeting schedule**

Action: M/S/C (Covarrubias/Bullwinkel) to approve Civic Arts Commission meeting schedule.

Vote: Ayes — Anno, Blecher, Bullwinkel, Covarrubias, Dhesi, Ozol, Passmore, Slattery;
Nays — None; Abstain — None; Absent — None.

e) **American Rescue Plan funds for the Arts: Grant Guidelines & BARG scoring rubric**

Action: M/S/C (Bullwinkel/Blecher) to approve the guidelines and scoring rubric for the Berkeley Arts Recovery Grants (BARG) to Arts Organizations and Festivals (funded through the City's American Rescue Plan Act funding allocation).

Vote: Ayes — Anno, Blecher, Bullwinkel, Covarrubias, Dhesi, Ozol, Passmore, Slattery;
Nays — None; Abstain — None; Absent — None.

8. STAFF REPORT

- a) Grants Timelines (Arts Organizations Recovery Grant, Festivals Grant, & Individual Artists Grant)
- b) Private Percent for Art Quarterly Report

9. COMMITTEE REPORTS

- a) Grants — Committee met with Policy committee on September 14th to discuss the guidelines and scoring rubric for the Berkeley Arts Recovery Grants (BARG) to Arts Organizations and Festivals (funded through the City's American Rescue Plan Act funding allocation).
 - John Slattery, Chair
 - Lisa Bullwinkel
 - Liz Ozol
- b) Policy — Committee met on October 25th to discuss the guidelines and scoring rubric for the Berkeley Arts Recovery Grants (BARG) to Arts Organizations and Festivals (funded through the City's American Rescue Plan Act funding allocation).
 - Kim Anno, Chair
 - Lisa Bullwinkel
 - Modesto Covarrubias
- c) Public Art — Met on October 13th to review Measure T1 Phase 2 Project sites and Conceptual Design of artwork by Amanda Gorman for 2352 Shattuck (Logan Park).
 - Matt Passmore, Chair
 - Kim Anno
 - Dana Blecher
 - Modesto Covarrubias
- d) Representative on Berkeley Cultural Trust — Berkeley Cultural Trust held its monthly meeting on October 13th. They discussed the Fair Work Week Ordinance which is being developed by the Labor Commission.
 - Lisa Bullwinkel

- e) Representatives on Berkeley Arts Education Steering Committee (BAESC) —BAESC met on October 25th and is working on a future presentation about arts education to parents and potential schoolboard members. Commissioner Ozol will share this presentation at a future Civic Arts Commission meeting.
- Liz Ozol
 - Riti Dhesi
- f) Representative on Design Review Committee — The committee met in October and completed final reviews of projects at 2902 Adeline and 1951 Shattuck. The 1951 Shattuck project is considering doing on-site artwork and will follow up with staff to discuss.
- Dana Blecher
- g) Representative on Ad-Hoc Artists Affordable Housing Committee — Commissioner Anno reported on the affordable housing survey findings that were presented to the Advisory Group for the Affordable Housing Study for Artists and Cultural Workers. The study findings will be presented to the Civic Arts Commission in December.
- Kim Anno

10. COMMUNICATION

11. ADJOURNMENT Adjourn 8:20 PM

Action: M/S/C (Passmore/Covarrubias) to adjourn commission meeting.

Vote: Ayes — Anno, Blecher, Bullwinkel, Covarrubias, Dhesi, Ozol, Passmore, Slattery;
Nays — None; Abstain — None; Absent — None.

Staff Contact:
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DRAFT

affordable housing for artists in berkeley

a baseline survey

anh thang dao-shah, ph.d. & asif majid, ph.d
creative equity research partners
november 2021

contents

2		executive summary
3		introduction
5		survey results
7		key findings
11		recommendations
13		further research
14		appendices
		a: community advisory group members
		b: survey questions

executive summary

This project aims to respond to concerns around housing and art space affordability among artists and arts organizations in Berkeley by answering two key questions:

- 1) What are the trends around local affordability issues that can be addressed through targeted resources and policy solutions?
- 2) What pre-existing housing disparities impact what artists seek in possible affordable housing solutions?

As in other parts of the Bay Area, narratives of concern around affordability in the arts ecosystem in the past decade are often anecdotal. The sector lacks comprehensive data that could inform system change solutions. To that end, this report is based on a survey and focus groups with a diverse group of artists and cultural workers in Berkeley to provide systematic data around the unique housing and space needs of artists. It seeks to better position Berkeley's arts community to participate in the City's current affordable housing efforts and help improve the safety of local arts spaces, without causing further artist displacement.

key findings

Artists are highly educated, yet have low income

Berkeley's artists and artists/cultural workers who responded to the survey are highly educated (88% have a Bachelor's degree or higher). Yet, 60% of that same group has lower, very low, or extremely low income.

Artists and cultural workers have multiple forms of employment

Only 32% of all respondents reported that they are employed full time. Others indicated that they cobble together different types of part-time and short-term contract work, as well as self-employment, in order to make ends meet.

Artists are rent burdened

Artists and artists/cultural workers disproportionately rent their living space (71%). Of those who rent, 77% are rent burdened or severely rent burdened, based on the California's Department of Housing and Community Development definitions.

Artists have a unique need for flexible live/work spaces

Responding artists and artists/cultural workers indicated, at a rate of 82%, that they do their creative work in their living space. Of those respondents, over half (56%) practice artistic disciplines that require extra ventilation.

recommendations

- **create policies that prioritize artists for new affordable housing**
- **designate some of Berkeley's upcoming affordable housing funding from measure O for units specific to artists**
- **consult artists when designing new policies for live/work spaces**
- **develop artist-specific resources and technical assistance to bring artists into the existing affordable housing pipeline**
- **pilot a guaranteed basic income program for qualifying artists**

introduction

why this project?

This project was initially conceptualized in 2019 in response to concerns around housing and art space affordability among artists and arts organizations in Berkeley. It was motivated by two events.

First, the [2018 Arts and Culture Plan Update for the City of Berkeley](#) identified -- as a primary goal -- the need to increase access to affordable housing and spaces for artists, cultural workers, and arts organizations. The cultural plan specified a number of action steps towards this goal, including undertaking a data-informed assessment of current art space affordability challenges and displacement risks in Berkeley, as well as the development of strategies to protect and create affordable spaces for Berkeley artists, cultural workers, and arts organizations based on the assessment's findings.

Second, in November 2018, the voters of Berkeley approved two bond measures totaling \$135 million to fund affordable housing in Berkeley. Berkeley City Council subsequently began the development of an affordable housing framework ([Housing for a Diverse, Equitable and Creative Berkeley](#)) to guide Berkeley's affordable housing policies, programs, and projects through 2030. This framework explored wide array of affordable housing for artists and other creative workers. In July 2019, the Council referred this policy document to various Commissions for further development. However, the pandemic caused this work to be temporarily put on hold.

As elsewhere in the Bay Area, concerns around the arts ecosystem's affordability over the past decade are mostly anecdotal, arising when a major artist or arts organization imminently faces the loss of their living and work space. These stories, while important, inadequately inform systems change solutions aimed at addressing structural concerns.

To that end, this project's goal is to develop an assessment that provides systematic data around the unique housing and space needs of artists and cultural workers. This will better position the arts community to participate in Berkeley's ongoing affordable housing efforts and help improve art space safety in Berkeley without causing further displacement of artists. Two key questions guided this project from the beginning:

- 1) What are the trends around local affordability issues that can be addressed through targeted resources and policy solutions?**
- 2) What pre-existing disparities could impact possible affordable housing solutions for artists?**

In April 2020, the COVID-19 pandemic brought a pause to the assessment project and raised new affordability questions, as the arts community dealt with the consequences of regular lockdowns. While some local, state, and federal measures -- such as the eviction moratorium and extension of unemployment benefits to independent

contractors -- helped prevent widespread displacement during the pandemic's height, the new normal brought new concerns as artists and cultural organizations continue to struggle with canceled events, lower venue capacity, and overall uncertainty.

These questions brought new urgency to the project, as well as the need to methodologically pivot and narrow the project's focus. Instead of focusing on both housing needs of artists and space needs of arts organizations as originally envisioned, this project focused on understanding the affordable housing and workspace needs of individual artists and cultural workers to ensure timely recommendations that would allow for participation in ongoing affordable housing efforts. This shift also allowed for the inclusion of additional questions that sought to understand both the short-term impact of the pandemic and the ongoing challenges that would inform long-term strategies to address affordability issues in Berkeley.

methodology and data limitations

In order to collect data directly from artists and cultural workers during the ongoing pandemic, an online survey was issued in September 2021 through the Berkeley Civic Arts Program. The survey was open for four weeks and was accompanied by a robust outreach strategy, including outreach and reminder emails through the Civic Arts Program's and City of Berkeley's mailing lists and social media channels, the direct networks of a number of arts organizations represented by members of an ad-hoc advisory group, and posting on other community-serving digital platforms like Nextdoor. A list of all survey questions is found in Appendix B.

In addition to quantitative data, this project relies on the insights of artists, cultural leaders, and the City's affordable housing experts to provide context to the affordability crisis and housing needs. Research staff conducted three focus group meetings with 21 community stakeholders, who formed an ad-hoc community advisory group.

Members of the advisory group were selected to provide different perspectives on the historic and current landscape of arts and culture in Berkeley with a specific focus on housing needs for artists and cultural workers. With research staff, the advisory group helped design survey questions, reviewed preliminary findings, and brainstormed potential solutions. A list of the advisory group participants is provided in Appendix A.

Any survey of artists must contend with the fact that there is no baseline data set regarding the number of artists in a given community, due to the various ways artists can be defined. The most common way to define a professional group is to use IRS data that classifies someone's profession based on the income they earn from their main profession. Artists' main sources of income, however, often do not come from artwork; income sources are diverse and cross-sectoral. The same can be said for cultural workers. Plus, an artist's level of engagement with an art practice is not limited to paid opportunities. Income is thus an inadequate defining criterion. Through this survey's grassroots and community-centered approach, this project provides a snapshot of the needs of the arts and culture sector and should be understood as baseline data that should be supplemented with ongoing and long-term data collection and analysis.

survey results

who responded?

A total of 163 artists and cultural workers responded to the survey. This constitutes 0.14% of Berkeley's population, based on data from the 2020 census. For comparison, in a similar study in 2015 in San Francisco, which involved a six-week survey and multiple in-person outreach events, 560 artists and cultural workers responded to the survey. That constituted 0.07% of San Francisco's population, based on 2010 census data. In other words, the Berkeley survey had double the response rate.

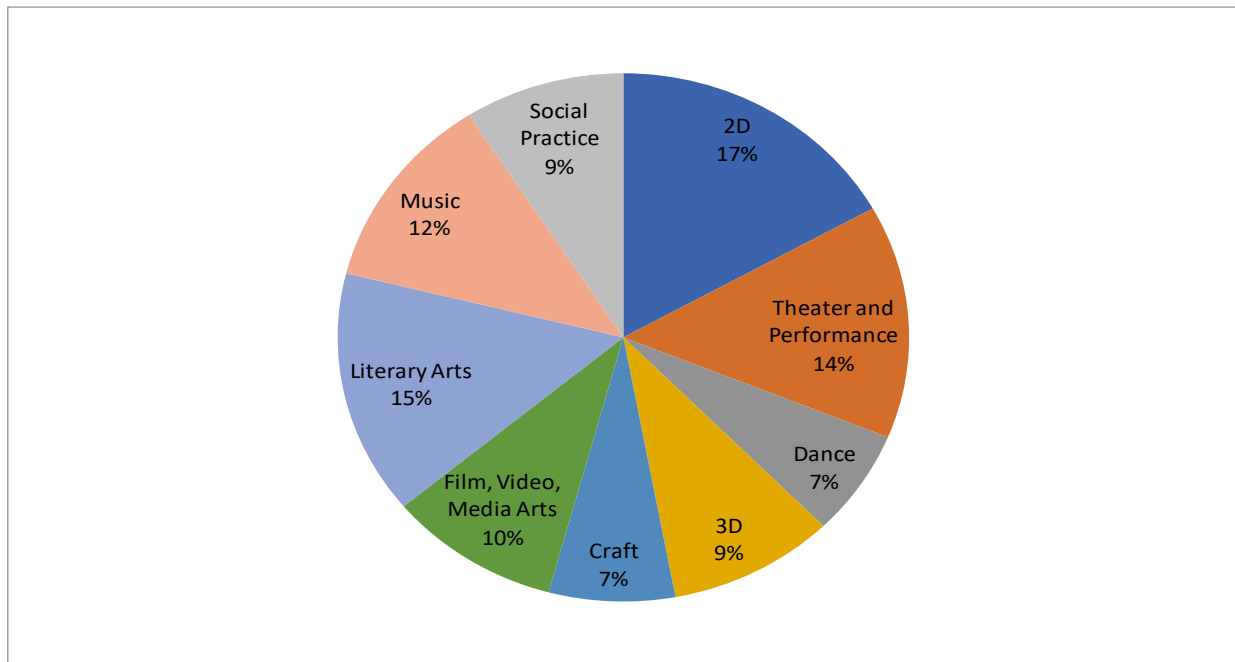


Figure 1: Artistic disciplines of artist respondents

Of the Berkeley survey respondents, **48% identified as artists, 15% identified as cultural workers, and 37% identified as both artists and cultural workers.** In total, 32% of respondents do not currently reside in Berkeley, while 39% have lived in Berkeley for more than 10 years.

31% of respondents identified as LGBTQIA+

62% of respondents identified as female

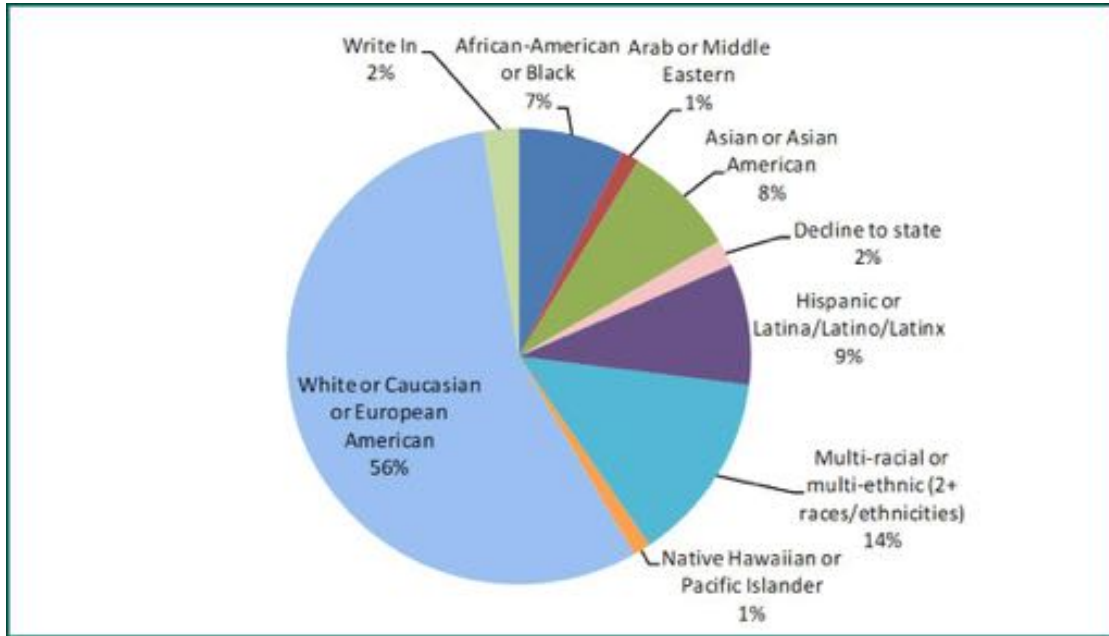


Figure 2: Race and ethnicity of survey respondents

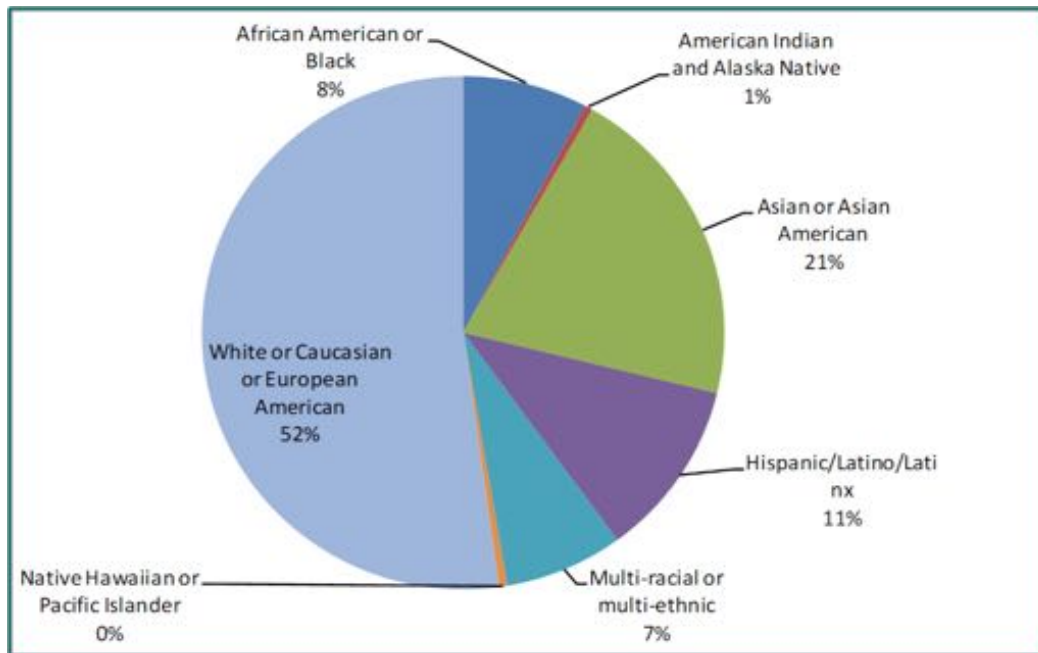


Figure 3: Race and ethnicity of City of Berkeley residents

In terms of race and ethnicity, the percentages are mostly comparable to the total Berkeley population, according to 2020 census data. However, there was a noticeable under-representation of those identifying as Asian/Asian American, compared to the percentage of Asian/Asian Americans in Berkeley overall. Only 8% of survey respondents identified as Asian/Asian American, though Asian Americans make up 21% of the total Berkeley population. This under-representation may suggest that more community work is necessary to engage and/or develop Asian/Asian American artists.

key findings

Artist respondents are highly educated, yet have low income

Of those respondents who identified as artists or as both artists and cultural workers, 88% reported having a Bachelor’s degree or higher. Of that same group, 60% reported an annual household income of \$69,000 or less. According to the [California Department of Housing and Community Development, in Alameda County for a single individual in 2019](#) (when this project and survey were first developed), annual household income of \$26,050 or below constitutes extremely low income, between \$26,051-\$43,400 is defined as very low income, and between \$43,401-\$69,000 is defined as lower income. Per these categories, 60% of those who identified as artists or both artists and cultural workers have lower, very low, or extremely low income. [In 2021, the upper threshold for the lower income category has risen to \\$76,750](#), meaning that artists are now even further behind financially than they were two years ago.

While low income is prevalent across the group, this rate is significantly higher among BIPOC respondents. Of respondents who identified as non-White 72%, reported having lower, very low, or extremely low income, compared to 55% among those who identified as White or Caucasian. Due to the small number of participants, we are unable to make comparison between different groups who identify as non-White.

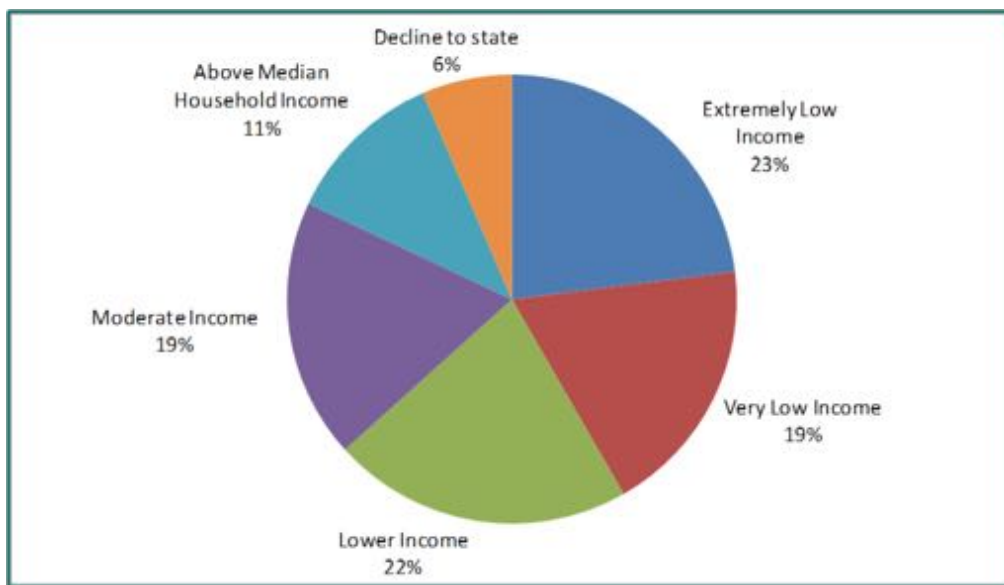


Figure 4a: Income categories for all artist respondents

<i>Income Category</i>	<i>Income Range</i>	<i>Percentage of Artist Respondents</i>
Extremely Low	≤ \$26,050	21%
Very Low	\$26,051-\$43,400	16%
Low	\$43,401-\$69,000	23%

Median	\$69,001-\$78,200	17%
Moderate	\$78,201-\$93,850	18%
Decline to State	n/a	5%

Figure 4b: Income ranges for artist respondents

Artists and cultural workers have multiple forms of employment

Only 32% of all respondents reported that they are employed full-time. Others indicate that they engage in a patchwork of different types of part-time and short-term contract work, as well as self-employment, in order to make ends meet. Examples of employment that respondents are undertaking include: being a self-employed artist for one's own or another's art practice, being employed part time/doing regular work for pay as either a cultural worker or otherwise, doing contract work as a cultural worker or something other than a cultural worker, and undertaking unreported work for cash.

Artist respondents report being rent burdened, but are not immediately concerned with losing their housing

Among respondents who identify as artists and as both artists and cultural workers, 71% of respondents rent. Of those who rent, 77% are rent burdened or severely rent burdened. According to the [US Department of Housing and Urban Development](#), a household or individual that spends more than 30% of their monthly household income on rent is rent burdened. Severely rent burdened households or individuals spend more than 50% of their monthly household income on rent.

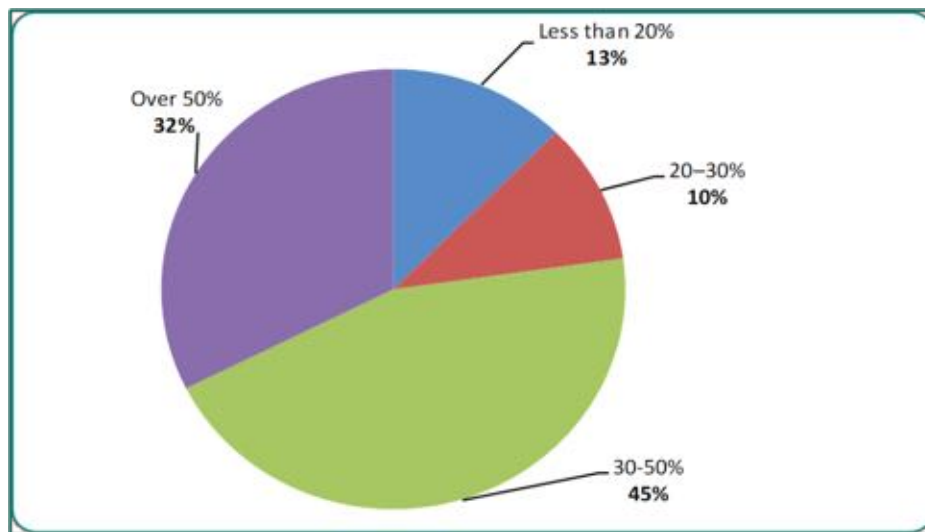


Figure 5: Respondents' percentage of monthly household income spent on rent

While studies have shown that rent burden and extremely low income decrease the health and overall wellbeing of all those impacted, for artists this burden can

fundamentally change the way they engage with their artistic practice. Qualitative comments provided by the respondents highlighted having to scale back on their practice in order to earn the income they need to pay rent. This means they are unable to focus on developing their creative practice. As one respondent, a musician, explained:

The cost of living in the Bay Area fundamentally changes how I am able to grow in my craft. Since we are all hustling to pay rent at this level, rehearsals must be paid, limited and without a "post gig hang" - something I find central to collaborating with others. This limits how much performing I can do with others, which limits how much I can grow, experiment and contribute in my craft.

Over the long term, the lack of opportunities for artists to devote time and energy to their practice can lead to the abandonment of artistic practice altogether.

Despite respondents' high rent burden and low income, those identifying as artists and as artists/cultural workers do not indicate concerns around losing their housing in the near future.

Only 9% of respondents reported that they were evicted due to no-fault causes in the last 2 years. No-fault eviction is defined as evictions that take place when leases are not renewed without the tenant having violated any regulations as long as a notice to move out is sent to the tenant within the required time period. Landlords might choose to evict tenants who are paying rent on time and complying with regulations due to owner move in or the need to retrofit a building. In the last decade, as the affordability crisis has intensified throughout the Bay Area, no-fault eviction has often been used to let go of long-term tenants who are protected from rent increases to bring in new tenants who are charged at market rate. In the survey issued to San Francisco artists, about 30% of respondents reported that their leases were not going to be renewed due to no fault of their own.

Only 6% of respondents had to rely on the eviction moratorium during the pandemic. In total, only 9% of respondents are uncertain or very uncertain that they will be able to retain housing after the moratorium ends (20% were neither certain nor uncertain). Though seemingly at odds with other findings, this sentiment could be attributed to two factors.

First, Berkeley has strong renter protection policies. Qualitative survey responses show that many respondents who rent are aware of and rely on rent control, which helps keep their rent affordable. This is especially true with respondents who have resided in Berkeley for more than five years. Not concerned with immediate loss of housing does not mean that existing housing needs are met, however. As one respondent explained:

The only reason I am able to remain in the Bay Area is because I have been in the same unit for a decade and we have rent control - the other apartments in my building go for over twice what we're paying. [...] If I ever wanted to leave this apartment (and I do), I would have to leave the area entirely, because I can't afford anything else.

The gap between existing housing and respondents' needs is especially acute for those

working in artistic disciplines that have specific space requirements like extra ventilation.

Second, the fact that the majority of respondents engage in multiple forms of employment means that they have multiple sources of income beyond their artistic practices to rely on for rental needs. However, as discussed above, in the long-term, the high burden of rent and reliance on other means of employment to make ends meet will impact artists' abilities to sustain their art. As one artist wrote:

My housing is over 2/3 of my income, leaving little to nothing for anything over basic living expenses.

Artists have a unique need for flexible, live/work space

Of responding artists and artists/cultural workers, 82% reported that they make their art where they live, with 56% of this group requiring extra ventilation for their art.

This finding reflects the way that affordability challenges can fundamentally change an artist's practice. For artists needing extra ventilation, this could mean a choice between maintaining their own health and practicing their art, particularly if there is no adequate separation between where artists sleep, cook, and eat and where artworks are being stored, produced, or left to dry. The need for flexible and affordable live/work space has pushed artists to make choices to live in dangerous conditions that can have fatal consequences. As one artist respondent explained:

It's really hard to find space to train that is affordable. I need at least 20' ceilings, ideally 30'. There were many affordable live/work warehouse conversions with this kind of ceiling height pre-Ghostship but many of these affordable spaces were affordable due to slumlord and very DIY situations, which often meant common housing needs like sealed roofs, consistent mail/package delivery, heating, bedroom windows/egress, were not guaranteed. The tragedy at Ghostship has led cities around the Bay Area to tighten up their policies around DIY spaces to prevent similar situations. However, without intentional creation of spaces that meet the needs of practicing artists, such policies do not solve the root cause problem that have caused artists to seek out those spaces in the first place.

recommendations

Create policies that prioritize artists for new affordable housing

Artists are an important part of the fabric of Berkeley as a city. As such, they should be part of ongoing conversations about Berkeley's housing plan. The survey results demonstrate that artists -- as a group -- have low income, a high rent burden, and have traditionally been left out of ongoing affordable housing. In order to mitigate further displacement and allow artists to continue to work and thrive in Berkeley, the City could consider creating a priority category for artists who meet income qualification to access affordable housing. Such a priority category would require working with the arts community to create an inclusive definition of what it means to be an artist. It should also take into consideration and center artists from Black, Indigenous, and People of Color (BIPOC) communities, as well as LGBTQ+ communities who have already been displaced. In doing so, artists will have an opportunity to return to Berkeley and enrich the city's social and artistic fabric.

Designate some of Berkeley's upcoming affordable housing funding from measure o for units specific to artists

On July 24, 2019, Berkeley's Civic Arts Commission approved an amendment recommendation for Measure O that called for "significantly increas[ing] the supply of affordable housing and live/work housing for artists, artisans, and cultural workers" through adding to the zoning ordinance, incentivizing developers to build market-rate housing that includes affordable live/work units for creative workers, and incorporate live/work spaces for artists and cultural workers into large-scale affordable housing projects. Other proposals included the development of a community land trust and transforming underused retail spaces and City-owned buildings into artist live/work spaces. These recommendations should be revisited and implemented, as they align with the range of qualitative responses that came through the survey. Respondents also suggesting the development of: 1) co-ops; 2) a separate affordable housing lottery specifically for those artists and cultural workers from BIPOC and other underserved communities; and 3) relationships between the City and land trusts to purchase buildings that serve as artist housing. These suggestions point to the importance of re-evaluating how zoning and other policies further disenfranchise artists and cultural workers.

Consult artists when designing new policies for live/work spaces

Across the Bay Area, responses to the Ghostship fire emphasized increased attention to artist DIY live/work spaces. These spaces were often the only options for artists to access live/work spaces that met their needs. Yet, artists have always worked to transform neighborhoods through their work and creative use of space. As Berkeley works to address affordability issues for all of its residents, consulting and involving

artists in the planning process can help bring about a much-needed, new, and fresh perspective on issues such as rezoning, repurposing ground floor spaces, and requiring community benefit proposals for new development.

Develop artist-specific resources and technical assistance to bring artists into the existing affordable housing pipeline

Due to the nature of their work, artists often have a unique income structure that makes applying for affordable housing more difficult. In addition, the survey shows that artists have needs for certain types of spaces that might be difficult to identify. Funding technical assistance to support artists to translate their needs and apply for the existing affordable housing pipeline could be an important step in helping artists leave inadequate living situations. The advisory group also recommended creating a one-stop shop that features affordable housing for artists (perhaps akin to a specialized version of [San Francisco's DAHLIA housing portal](#)), which would create a platform where artists could share information about available housing and get connected to resources like financial technical assistance. A space geared towards artists' housing needs might be especially beneficial for artists who are looking for affinity housing along the lines of race and sexual identity, which allows them to stay more connected with their own communities.

Pilot a guaranteed basic income program for qualifying artists

Acknowledging the disproportionate impact of the pandemic on a community that was already struggling due to ongoing affordability challenges, multiple cities such as [San Francisco](#) and [Minneapolis](#) have launched pilot programs providing artists from marginalized communities who meet income requirements with a monthly stipend that would help cover their basic needs. Stipends are unrestricted, so they can be spent on rent and food while artists continue their artistic practice. Due to the existing racial wealth gap, which was reflected in the survey results, such a pilot should prioritize BIPOC artists. These types of programs are gaining national attention because the arts and culture are often cited as key strategies for economic recovery. Practicing artists are essential for such recovery. The advisory group agreed that a basic income program would address two key findings in this report -- respondents' extremely low income and high rent burden -- both of which have already forced artists to significantly modify or abandon their art practices.

further research

While the survey and focus groups discussed in this report have provided a much-needed snapshot into the space needs of artists in Berkeley, limited data does not allow us to paint a comprehensive picture. The following research and data collection is recommended, in order to complement this report.

Work with arts organizations to understand the income levels and housing needs of cultural workers

Only 15% of the respondents to the survey identified exclusively as cultural workers, meaning that there was not a statistically significant sample from which to draw conclusions about the needs of cultural workers. Further research, specifically on the housing needs and income levels of cultural workers, is needed.

Conduct a disparity study

Currently, Berkeley does not have comprehensive race and ethnicity data for seekers of affordable housing. Therefore, it is impossible to determine whether or not the artists who responded to this survey are demographically representative of the population that qualifies for affordable housing. A disparity study will ensure that changes in policy will not disproportionately impact certain groups.

Continue to collect data on artists

The lack of baseline data on artists -- even as simple as the total number of artists and disciplines practiced in a given community -- prevents us from understanding the extent of the issues that artists face. More long-term data collection and analysis of artists in Berkeley will allow the city to identify trends, as well as possible challenges that can be mitigated by timely policy changes.

appendices

a: community advisory group members

Kim Anno, Berkeley Civic Arts Commission
Delores Nochi Cooper, Berkeley Juneteenth Festival
Bruce Coughran, Indra's Net Theater
Hadley Dynak, Berkeley Cultural Trust (Space Committee)
Ashlee George, Capoeira Arts Foundation and BrasArte
Mayumi Hamanaka, Kala Art Institute
Archana Horsting, Kala Art Institute
Amanda Montez, City of Berkeley
PC Munoz, Freight & Salvage and BCT E&I
Natalia Neira, La Pena Cultural Center
Daniel Nevers, Berkeley Art Center
Nancy Ng, Luna Dance Institute
Kathryn Reasoner, Vital Arts
Mirah Moriarty Rodrigo Estevia, Dance Monks
Irene Sazer, Independent Artist (Civic Arts Grantee)
Sean Vaughn Scott, Black Rep
Rebecca Selin, Gamelan Seker Jaya
Terry Taplin, Berkeley Cultural Trust (Space Committee)
Rory Terrell, Local Artists Berkeley
Tyese Wortham, CAST
Chingchi Yu, Independent Artist (Civic Arts Grantee)

b: survey questions

Messaging

Are you an artist or cultural worker struggling to find affordable housing for you and your family?

Artists and cultural workers in Berkeley and throughout the Bay Area are facing an affordability crisis that prevents them from focusing on their creative work. Through the recently completed cultural planning process, the City of Berkeley identified as a primary goal the need to protect and increase access to affordable housing for artists and cultural workers.

Currently, there is little to no data on the affordable housing concerns of Berkeley artists and cultural workers. Your responses to this survey will help the City of Berkeley create programs and policies tailored to the housing needs that are specific to Berkeley's arts sector, including affordable housing and live-work spaces.

Thank you for helping keep Berkeley affordable for artists and cultural workers.

Survey Questions

1. Are you an artist or cultural worker?
 - a. Artist [proceed to question 2]
 - b. Cultural Worker (staff member at an arts culture organization) [Proceed to Question 4]
 - c. Both

2. If you are an artist, how would you describe your artistic practice/artwork?
Select all that apply:
 - a. 2D (Painting, Printmaking, Drawing, Photography, etc.)
 - b. 3D (Sculpture, Installation)
 - c. Theater/Performance
 - d. Dance
 - e. Craft
 - f. Film, Video, and/or Media Arts
 - g. Literary (Creative Writing, Poetry, etc.)
 - h. Music
 - i. Social Practice
 - j. Write in_____

3. Do you work with a medium that requires extra space and/or ventilation? This may include metal welding, spray paint, etc.
 - a. Yes
 - b. No

4. If you are a cultural worker, do you work at a Berkeley-based arts and culture nonprofit organization?
 - a. Yes
 - b. No

5. What is your primary language?
 - a. English
 - b. Spanish
 - c. Chinese (Mandarin and Cantonese)
 - d. Tagalog
 - e. Vietnamese
 - f. Persian
 - g. Portuguese
 - h. Punjabi
 - i. Swahili
 - j. Write In: _____
 - k. Decline to State

6. What is your race/ethnicity?
 - a. African-American or Black
 - b. American Indian or Alaska Native or Indigenous or First Nations
 - c. Arab or Middle Eastern
 - d. Asian or Asian American
 - e. Hispanic or Latina/Latino/Latinx
 - f. Native Hawaiian or Pacific Islander
 - g. White or Caucasian or European American
 - h. Multi-racial or multi- ethnic (2+ races/ethnicities)
 - i. Write In _____
 - j. Decline to State

7. What best describes your gender identity?
 - a. Female (cisgender)
 - b. Female (transgender)
 - c. Male (cisgender)
 - d. Male (transgender)
 - e. Gender-fluid/Genderqueer/Gender-expansive/Non-binary
 - f. Write In _____
 - g. Decline to State

8. How do you describe your sexual orientation or sexual identity?
 - a. LGBTQ+
 - b. Heterosexual/straight
 - c. Write in _____
 - d. Decline to State

9. Do you identify as a person with a disability?

- a. Yes
 - b. No
10. Please select the highest degree or level of school you have COMPLETED. If currently enrolled, mark the previous grade or highest degree already received.
- a. Less than high school
 - b. High school diploma/GED
 - c. Associate's degree
 - d. Bachelor's degree
 - e. Master's degree
 - f. Doctorate degree
11. How many people live in your household, including yourself?
- a. One [Proceed to Question 14]
 - b. Two
 - c. Three
 - d. Four
 - e. Five
 - f. More than five: Write In _____
12. Do you have any children under the age of 18?
- a. Yes
 - b. No [Proceed to Question 14]
13. If yes, how many children currently live with you?
- a. One
 - b. Two
 - c. Three
 - d. More than three
 - e. Write in: _____
14. What is your total household income?
- a. Less than \$26,050
 - b. \$26,051-\$43,400
 - c. \$43,401-\$69,000
 - d. \$69,001-\$98,549
 - e. More than \$98,550
 - f. Decline to state
15. If you are an artist, do you make 50% or more of your income from your artistic practice?
- a. Yes
 - b. No
 - c. I don't know
 - d. I am not an artist

16. What is your current employment status? Check all that apply:
 - a. Self employed artist for your own art practice
 - b. Self-employed, but not for your own art practice
 - c. Employed full time as a cultural worker
 - d. Employed full time as something other than a cultural worker
 - e. Employed part time/doing regular work for pay as a cultural worker
 - f. Employed part time/doing regular work for pay as something other than a cultural worker
 - g. Contract work as a cultural worker (for example: I receive a 1099 from a nonprofit arts organization organization)
 - h. Contract work as something other than a cultural worker (for example: I receive a 1099 from a separate non-arts organization or business)
 - i. Unreported work for cash
 - j. Not employed

17. How easy is it to predict your total income from month to month?
 - a. Very easy
 - b. Moderately easy
 - c. Neither easy nor difficult
 - d. Moderately difficult
 - e. Very difficult

18. How certain are you that your total income will return to pre-pandemic levels, over the next 6 months?
 - a. Very certain
 - b. Moderately certain
 - c. Neither certain or uncertain
 - d. Moderately uncertain
 - e. Very uncertain

19. What percentage of your average monthly income do you spend on housing costs?
 - a. Less than 20%
 - b. 20%-30%
 - c. 30%-40%
 - d. 40%-50%
 - e. More than 50%
 - f. I don't know

20. What is the zip code where you work?

21. What is the zip code where you live?

22. How long have you lived in Berkeley?
 - a. I do not live in Berkeley
 - b. Less than a year

- c. 1 - 3 years
 - d. 3 - 5 years
 - e. 5 - 10 years
 - f. More than 10 years
 - g. How long? _____
23. How long do you expect to remain in Berkeley?
- a. I do not live in Berkeley
 - b. Less than a year
 - c. 1 - 3 years
 - d. 3 - 5 years
 - e. 5 - 10 years
 - f. More than 10 years
 - g. How long? _____
24. Do you own or lease your living space?
- a. Lease [proceed to question 25]
 - b. Own [proceed to question 28]
25. What is your lease term?
- a. Month to month
 - b. 1 year
 - c. 2-3 years
 - d. More than 3 years
26. How many square feet is your space?
27. How much do you pay in rent per month?
28. Have you been displaced due to a “no-fault” or “no-cause” eviction in the past 2 years? (A “no-fault” or “no-cause” eviction is an eviction that is no fault of the tenant, but is allowed under the law.)
- a. Yes
 - b. No
 - c. I don't know
29. If you were displaced, did you have to move away from Berkeley?
- a. Yes
 - b. No
30. If you were not displaced, did you have to rely on the eviction moratorium that Berkeley has implemented over the past 12 months?
- a. Yes
 - b. No
 - c. I didn't know that evictions had been halted over the past 12 months.

31. How certain are you that you will be able to retain your housing when the eviction moratorium ends?
- Very certain
 - Moderately certain
 - Neither certain or uncertain
 - Moderately uncertain
 - Very uncertain
32. Do you use your living space for housing and your creative practice?
- Yes [proceed to question 37]
 - No [proceed to question 32]
33. If you have a work space that is separate from your living space, do you own or lease your work space?
- Lease [proceed to question 34]
 - Own [proceed to question 36]
34. What is the lease term for your work space?
- Month to month
 - 1 year
 - 2-3 years
 - More than 3 years
35. How much do you pay in rent per month for your work space?
Write in _____
36. How many square feet is your work space?
Write In _____
37. Have you been displaced from your work space due to a “no-fault” or “no-cause” eviction in the past 2 years? (A “no-fault” or “no-cause” eviction is an eviction that is no fault of the tenant, but is allowed under the law.)
- Yes
 - No
 - I don't know
38. If you were displaced, did you have to move your work space away from Berkeley?
- Yes
 - No
39. Do you share your work space?
- Yes
 - No

40. What are some challenges you've faced in the past when trying to access or find affordable housing?
41. Please share any ideas you have on how to ensure equitable participation of BIPOC artists and cultural producers from other historically underserved communities, as well as recommendations for local organizations that should be consulted.
42. Do you have anything else to share with us?

-----END OF SURVEY-----

ATTACHMENT 4
Measure T1, Phase 2
Phasing and Funding of 2A and 2B

Project Area	Site Description	Total Cost	Notes	Status	Sustainability/Resilience	Phase 2a		Phase 2b		Total
						Apr 2021 to Mar 2024	Nov 2022 to Oct 2025			
Care and Shelter and Non-Departmental Citywide Facilities	MLK Jr. Youth Services Center	\$7,000,000	\$1.4M FEMA Grant App. Pending	Not started	Disaster preparedness, electrification, energy efficient building systems, community building	\$ 1,000,000	\$ 6,000,000	\$7,000,000		
	South Berkeley Senior Center	\$3,000,000	Renovation 5 yrs ago; needs seismic	Not started	Electrification, energy efficient building systems, community building	\$ 300,000	\$ 2,700,000	\$3,000,000		
	African American Holistic Resource Center	\$7,000,000	\$250k available for planning	Not started	Electrification, energy efficient building systems, community building	\$ 1,000,000	\$ 6,000,000	\$7,000,000		
	Restrooms in the ROW (2-3)	\$1,350,000	Sites identified in study	Not started	Cleaner environment, energy efficient fixtures	\$ 250,000	\$ 1,100,000	\$1,350,000		
	Subtotal		\$18,350,000				\$ 2,550,000	\$ 15,800,000	\$18,350,000	
Camps	Cazadero Dining Hall & ADA Improvements	\$400,000	Total Project \$1.2M/CPAC Supplement \$800k	Not started	Energy efficient fixtures, environmental stewardship	\$ 400,000		\$400,000		
Buildings in Parks	Williard Clubhouse/Restroom Replacement	\$7,000,000	Planning in Phase 1	Conceptual design complete	Electrification, energy efficient building systems, community building	\$ 1,000,000	\$ 6,000,000	\$7,000,000		
	Tom Bates Restroom/Community Space	\$2,900,000	Planning in Phase 1	Conceptual design complete	Cleaner environment, energy efficient building systems	\$ 250,000	\$ 2,650,000	\$2,900,000		
	Restrooms in Parks:									
	Harrison Park - Restroom Renovation	\$450,000		Not started	Energy efficient fixtures	\$ 100,000	\$ 350,000	\$450,000		
	Ohlone Park - New Restroom	\$500,000		Not started	Energy efficient fixtures	\$ 500,000		\$500,000		
Parks -Play Structures	Ohlone (Milvia) Ages 2-5, 5-12, Garden Mural, Exercise	\$500,000	\$1.1M Total Project/\$600k in FY 21 PT-Gap \$500k	Conceptual design in progress	Outdoor recreation, community building	\$ 500,000		\$500,000		
	John Hinkel Lower Ages 2-12, picnic, parking	\$400,000	\$1.2M Total Project/\$800k in FY 21 PT-Gap \$400k	Final design in progress	Outdoor recreation, community building	\$ 400,000		\$400,000		
	Grove Park Ages 2-5, 5-12	\$700,000	Possible Prop 68 Grant	Not started	Outdoor recreation, community building	\$ 700,000		\$700,000		
Parks	Aquatic Park Tide Tubes Clean out, Phase 1B	\$500,000	Possible Dev. Funding	Final Design Complete	Cleaner environment, improved lagoon ecology, outdoor recreation	\$ 500,000		\$500,000		
	Ohlone Park Lighting	\$700,000		Not started	Energy efficient fixtures, safety	\$ 200,000	\$ 500,000	\$700,000		

Project Area	Site Description	Total Cost	Notes	Status	Sustainability/Resilience	Phase 2a Apr 2021 to Mar 2024	Phase 2b Nov 2022 to Oct 2025	Total
Parks	Civic Center Park – Turtle Garden	\$300,000		Conceptual design in progress	Outdoor recreation, community building	\$ 300,000		\$300,000
Pools	King Pool Tile and Plaster Replacement	\$350,000		Not started	Outdoor recreation and fitness, community building	\$ 350,000		\$350,000
Waterfront	Piling Replacements	\$1,200,000	\$2.5M Total Project/ This would replace worst	Design underway	Marina safety, outdoor recreation	\$ 1,200,000		\$1,200,000
	D and E Dock Replacement	\$500,000	\$6M Total Project/ \$5.5M in State Loan	Not Started	Energy efficient upgrades, Marina safety, outdoor recreation	\$ 500,000	\$ -	\$500,000
	K Dock Restroom Renovation	\$400,000		Not Started	Energy efficient fixtures	\$ 75,000	\$ 325,000	\$400,000
Waterfront	Cesar Chavez Park - New Restroom (on Spinaker)	\$350,000	Utility hook ups as part of Marina Streets Project	Not Started	Cleaner environment, energy efficient fixtures	\$ 50,000	\$ 300,000	\$350,000
	Subtotal - PRW	\$17,150,000				\$ 7,025,000	\$ 10,125,000	\$17,150,000

Streets	T1 Streets Contribution to Annual Street Paving: Street Reconstruction of Arterials/Collectors and Vision Zero, Bus Network, and Bike/Ped Plan Improvements	\$6,750,000	Accelerate Paving Improvements Citywide	Need coordination with TC, PWC and bike groups	Bus and bike network	\$ 3,750,000	\$ 3,000,000	\$ 6,750,000
	Bollard Conversion to Landscaping	\$150,000	Conversion of Bollards to Planter/Garden Boxes		Community building	\$ 150,000		\$ 150,000
Sidewalks	Sidewalks Maintenance & Safety Repairs	\$1,850,000	Accelerate Sidewalk Improvements Citywide	50/50 list	Pedestrian access	\$ 1,500,000	\$ 350,000	\$ 1,850,000
Pathways	Pathway Repairs/Improvements	\$200,000	Repairs and improvements to pathways, including handrails	Coordinate with Path Wanderers	Pedestrian access, Disaster preparedness	\$ 200,000		\$ 200,000
Storm	Stormwater Infrastructure Repairs/Replacement	\$600,000	Repair and Replacing of failed storm drains at various locations		Water quality	\$ 600,000		\$ 600,000
Facilities	1947 Center Street Improvements:	\$1,800,000	Safe, Sustainable and Resilient Improvements 1947 Center St	Design \$150,000 COVID critical	Disaster preparedness, energy efficient building systems, air quality	\$ 1,800,000		\$ 1,800,000
	Fire Stations	\$1,450,000	Emergency Response Fire Station 2		Community safety, energy efficient building systems	\$ 200,000	\$ 2,550,000	\$ 2,750,000
	FS2 - HVAC, Electrical, Bedrooms, Security, Solar, Roof	\$1,450,000						
	FS6 - Windows, Energy Efficiency	\$1,300,000	Fire Station 6					

Project Area	Site Description	Total Cost	Notes	Status	Sustainability/Resilience	Phase 2a	Phase 2b	Total
						Apr 2021 to Mar 2024	Nov 2022 to Oct 2025	
Facilities	PW Corp Yard	\$2,850,000	Safe, Sustainable and Resilient Improvements City Corp Yard	Design \$200,000	Community safety, energy efficient building systems, electric vehicle charging	\$ 1,300,000	\$ 1,550,000	\$ 2,850,000
	Oxford & Telegraph Channing Garage Restrooms	\$300,000	Added by PWC	TCG will coincide with elevator replacement		\$ 300,000		\$ 300,000
	Emergency Power Supply Solar Batteries	\$500,000	Added per PWC	Need assessments, designs/redesigns	Engergy Efficient Building Systems	\$ 100,000	\$ 400,000	\$ 500,000
	Subtotal - PW	\$17,750,000				\$ 9,900,000	\$ 7,850,000	\$ 17,750,000
Total		\$53,250,000				\$19,475,000	\$33,775,000	\$53,250,000

Revenue	
Bonds sold	65,000,000
Interest	2,000,000
	67,000,000

Expenditures	Phase 2a	Phase 2b	Total
	Projects	\$19,475,000	\$33,775,000
Staff/FESS	\$4,260,000	\$2,840,000	\$7,100,000
Art	\$300,000	\$350,000	\$650,000
Phase 1	\$6,000,000		\$6,000,000
Total	\$30,035,000	\$36,965,000	\$67,000,000

Bond sale		Phase 2a	Phase 2b	Total
Interest (est.)		896,567	1,103,433	2,000,000
Bonds needed (est.)		29,138,433	35,861,567	65,000,000

**African American Holistic Resource Center
Berkeley, California**

Feasibility Study, 2018

African American Holistic Resource Center



ACKNOWLEDGMENTS

This feasibility study would not have been possible without the input and support of the African American Holistic Resource Center (AAHRC) Steering Committee, the AAHRC Community Leadership Committee, the Berkeley NAACP, City of Berkeley Mayor and Councilmembers, City Manager and Deputy City Manager, City of Berkeley Community Health Commission, Peace and Justice Commission, City of Berkeley Department of Health, Housing, and Community Services, Subject Matter Experts, and members from the Berkeley community.

**African American Holistic Resource Center
Berkeley, California**

Feasibility Study, 2018

EXECUTIVE SUMMARY

INTRODUCTION

The purpose of this Feasibility Study is to assess the viability, sustainability, and feasibility of developing an African American Holistic Resource Center (AAHRC) in South Berkeley. This study provides a community assessment, highlights similar models, and identifies potential funders. The report outlines options for financing construction of the facility, and includes an analysis of the technical and financial feasibility of the project. The findings and recommendations in this study offers guidance to the City of Berkeley (COB), the AAHRC Steering Committee, and the AAHRC Community Leadership Committee, in order to assist them with making informed decisions regarding next steps in the development of the African American Holistic Resource Center and the creation of a Culturally Centered Engagement System of Care for African Americans in the city.

BACKGROUND

In April 2011, the African American/Black Professional & Community Network (AABPCN) crafted the report titled *A Community Approach for African American/Black Culturally Congruent Services*. In the AABPCN report it identified challenges that the African American community face in areas of education, employment, health, and mental health, housing, and community relationships. The report also provided recommendations that included the use of culturally congruent practices embedded in an integrated service delivery system, which would help to decrease inequities and disparities in the African American community in Berkeley.

Members from the AABPCN and Berkeley NAACP (BNAACP) have been advocating and leading the efforts in the city for the past 8 years for the creation of the AAHRC. Members of the AABPCN shared the vision of the AAHRC and began gathering information from the community via focus groups, town hall meetings, small group discussions, and formal presentations to several Berkeley Commissions, the Berkeley City Council, and other stakeholder groups.

The 2016 City of Berkeley Community Health Commission report, strongly recommends the City of Berkeley “Take immediate action steps towards the development and support of the African American Holistic Resource Center in South Berkeley”¹. The Peace and Justice Commission also submitted a letter of support to the City Council on behalf of the creation of an AAHRC. Following the commission reports and community advocacy, councilmembers responded with overwhelming support for the development of an AAHRC and they allocated funding for a feasibility study, as well as other required activities needed for the establishment of the facility.

The AABPCN created the AAHRC Steering Committee. The AAHRC Steering Committee developed the AAHRC Community Leadership Committee, in order to include additional community voices in the project. The City Manager supported the AAHRC project by adding the African American Holistic Resource Center in the City of Berkeley’s Strategic Work Plan; the AAHRC is also included in the Mayor’s and Councilmember of District #3 work plans. The Department of Health, Housing, and Community Services provided funding to start the AAHRC feasibility study. In February of 2018, the City of Berkeley’s Health, Housing and Community Services entered into a contract with a consultant to complete the AAHRC feasibility study.

**African American Holistic Resource Center
Berkeley, California****Feasibility Study, 2018**

The AAHRC Community Leadership Committee developed the mission statement for the AAHRC; see below.

The African American Holistic Resource Center Mission Statement

The mission of the African American Holistic Resource Center (AAHRC) is to eliminate inequities and disparities by using community-defined best practices and approaches. Culturally responsive services are offered in order to address social determinants of overall health, mental wellness and equity across the life span. The AAHRC provides advocacy, support and referral services for an array of educational issues, legal matters and programming and services for cultural, social and recreation. A strong focal point is on promoting self-awareness and strengthening connections by fostering unity in the African American community.

STATEMENT OF PROJECT NEED

The African American/Black community in Berkeley has the highest rate of morbidity and mortality of any racial/ethnic group. According to the City of Berkeley's *Health Status Summary Report 2018*, "African Americans are 2.3 times more likely to die in a given year from any condition compared to Whites"². The report further indicates that "The risk of an African American mother having a low-birth weight (LBW) rate baby is 2.5 times higher than the risk for White mothers"¹.

In comparing 2013 and 2018 COB Health Status Summary Reports, the rate of poverty among African American families has quadrupled. During a five-year period the poverty rate for African Americans has gone from two times more likely to live in poverty to eight times more likely to live in poverty in the City of Berkeley. According to both Health Status Summary Reports, children under the age of eighteen are seven times more likely to live in poverty. Unfortunately, this implies that White wealth is increasing, while Black wealth is rapidly decreasing in the city. This level of wealth inequity has numerous negative implications for African Americans, as it relates to, but is not limited to, housing, mental health, physical health, education, criminal justice, social and recreational activities, and overall community sustainability.

It is well documented that poverty is linked to poor quality health outcomes and shorter life expectancy for African Americans. Middle class and affluent Black people's health is worse compared to their white counterparts in Berkeley. The intersectionality between wealth, race/ethnicity and class has a small positive effect on the health status of African Americans, due to institutionalized racism and implicit bias. Unfortunately, the Black community in Berkeley is experiencing poor quality outcomes in terms of adverse health indicators across the life span.

The data indicates that health inequities disproportionately impact the Black community in the city and have persisted for a long period of time. As suggested in the AABPCN report, "Health inequities and disparities have been caused by entrenched social and racial injustices in American systems. It has been stated that every social determinant, including but not limited to education, employment, physical and mental health and housing, is impacted by the rules of law and the institutions that uphold the laws"².

Socioeconomic factors, birth outcomes, and morbidity rates that stretch across the life span of African Americans indicates they are *not* thriving in the City of Berkeley. The results clearly illustrate in this feasibility study that Black individuals and families in Berkeley are not experiencing optimal life outcomes in all areas. Therefore, it is essential that a paradigm shift take place for this population in the delivery of care and services. Culturally appropriate services and

**African American Holistic Resource Center
Berkeley, California****Feasibility Study, 2018**

community-defined practices that are imbedded in the creation of a Culturally Centered Engagement System of Care that is effective in welcoming, supporting, healing, and empowering the Black community in the City of Berkeley must be developed. *Insanity* is defined as doing the same thing and expecting different results; the time for a new integrated holistic approach to care and services for Berkeley's African American community is long overdue.

The AAHRC facility is slated to be a state-of-the-art green building ranging in size of 5000 - 6000 square feet, that includes but is not limited to a multipurpose room, library, medical screening room, two therapy offices, two classrooms, dance studio, game room, kitchen, and an office with a reception area. The delivery of culturally congruent services at the AAHRC will provide African Americans with the support they need to decrease inequities and disparities in their community.

OBJECTIVES

The overall goal of the feasibility study is to offer guidance to City of Berkeley staff, the AAHRC Steering Committee, and the AAHRC Community Leadership Committee to assist them in making an informed decision regarding the next steps in the development of the African American Holistic Resource Center.

The six contractual objectives that Neguse Consulting was responsible for completing are outlined below:

Objective 1: Conduct a community assessment to gather feedback and input from various stakeholders in Berkeley, as they relate to the development of the AAHRC.

Objective 2: Explore existing programs and/or models with similar geographic dynamics, demographic populations, and economic stratifications to those within the City of Berkeley.

Objective 3: Research and assess potential funding opportunities from public and private sector organizations.

Objective 4: Identify options for facility location and financing. Investigate requirements for construction or rehabilitation of a building, inclusive of completion timeline and projected annual operational budget for the AAHRC.

Objective 5: Provide a comprehensive report that outlines the findings and recommendations of the overall assessment of the feasibility study for the development of the African American Holistic Resource Center.

Objective 6: Consultant will work closely with City staff and the AAHRC Steering Committee in order to maintain fidelity to the process and final outcome for the successful development of the AAHRC in the City of Berkeley.

Meetings with City staff, the AAHRC Steering Committee and the AAHRC Community Leadership Committee were held to discuss expectations, gather information, design the survey tool, and administer focus groups. The community survey was created and administered with input and support from committee members, focus groups were held, and community outreach to various stakeholders was done.

**African American Holistic Resource Center
Berkeley, California****Feasibility Study, 2018**

In addition, an examination of similar community program models was completed, and potential public and private funding organizations were researched, and options for constructing and financing the facility were investigated. The completion of all aspects required to prepare a comprehensive feasibility study was accomplished and includes floor plans, summary of a cost analysis, and findings and recommendations for the project and next phase of development of the African American Holistic Resource Center.

RECOMMENDATIONS

Based on the findings of the AAHRC feasibility study, below are recommendations for next steps for the development of the AAHRC in South Berkeley. The City of Berkeley will need to invest additional funding and support to this project, in order for it to come to fruition.

Acquisition of Professional Expertise in the Areas of Funding and Building Design

- Hire a Fund Developer and/or Grant Writer
- Obtain a Real Estate Agent/Broker to assist with securing building
- Secure an Architect to draft facility design/blueprints

Secure Physical Location for the AAHRC

- Identify location to house the facility (*Recommended Property-People's Bazaar*)
- Decide if an existing building will be rehabbed or a newly constructed facility will be built

Fundraising Campaign

- Establish a building fundraising campaign
- Engage community members in fundraising activities
- Contact local Berkeley businesses for donations and support

Marketing and Promotions

- Secure professional support in marketing and branding for the AAHRC
- Use social media such as but not limited to Facebook and Instagram for effective communication and outreach
- Create a website for the AAHRC

Continued Community Engagement

- Provide ongoing updates to community survey respondents
- Continue to engage community members and leaders in the AAHRC project process
- Conduct ongoing community presentations and forums about the AARHC

CONCLUSION

In summation, most African American/Black community members who live, work and/or have a connection to Berkeley believe that the City of Berkeley needs to show their community a sign that they are valued citizens and that *their lives matter*. Currently, in the City of Berkeley African Americans represent approximately 7% of the population, yet they have the worst outcomes and/or highest penetration rates in areas such as Health, Mental Health; Homelessness; Unemployment; Displacement out of Berkeley; Living in Poverty; Racially Profiled by BPD; Failing Students in BUSD; as well as, a Shorter Life Expectancy than any other racial or ethnic group in the City of Berkeley.

An investment in the Black community in the City of Berkeley is needed and required, in order to address the issues associated with inequities and disparities for this population. Advocacy and

**African American Holistic Resource Center
Berkeley, California****Feasibility Study, 2018**

funding for the development of an African American Holistic Resource Center should be a top priority for every city official, city department head, and all large-scale organizations and corporations in the city. With financial support and collaboration from all the aforementioned entities the AAHRC could be built and operational within the next two years, which would allow for the healing and restoration process to begin for African Americans in the city. The City of Berkeley should take every step possible to build an African American Holistic Resource Center and have it be a beacon of light and hope for Berkeley's Black community.

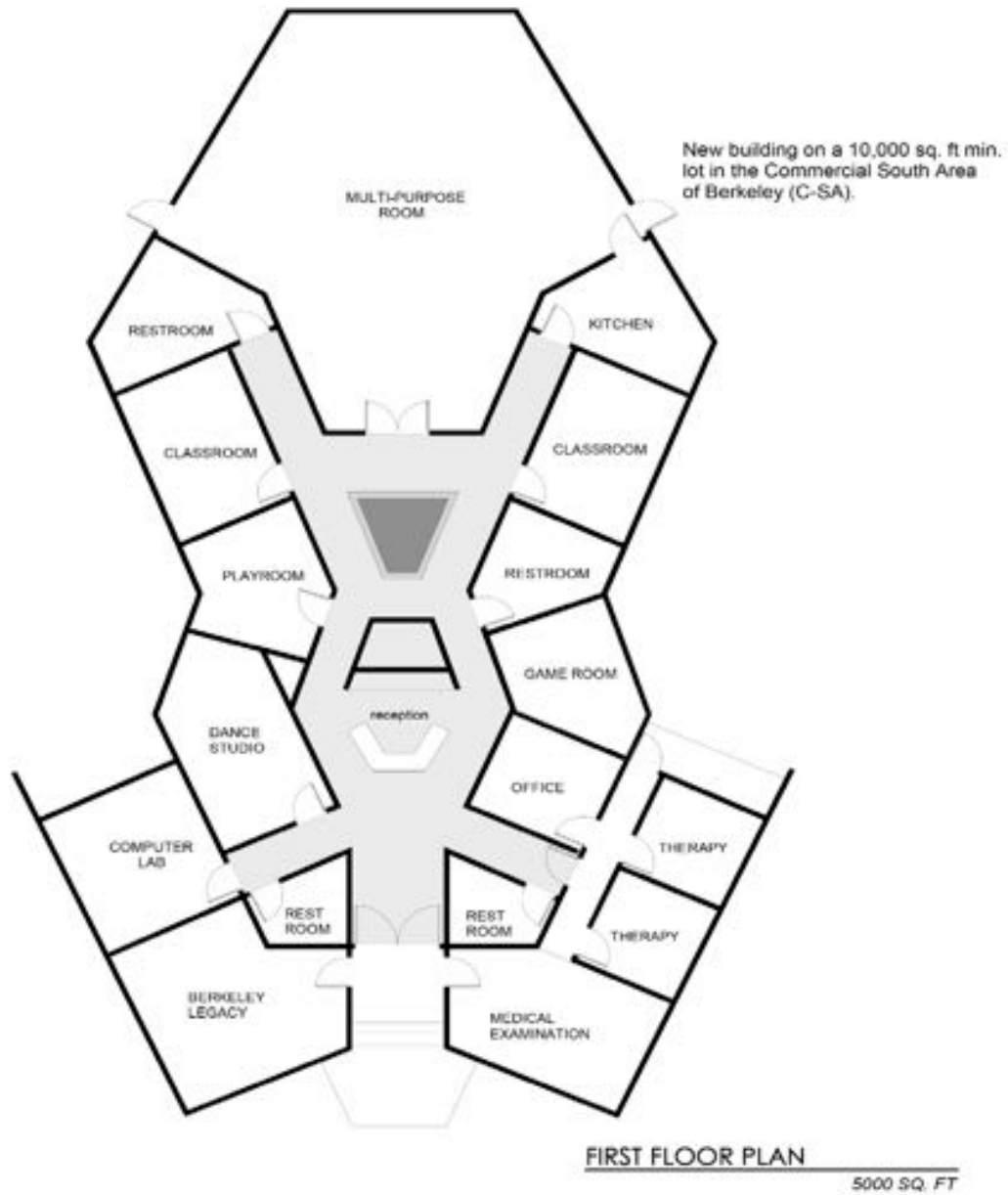
-
1. City of Berkeley Community Health Commission Recommendation to City of Berkeley City Council, September 27, 2016, Action Item
 2. A Community Approach for African American/Black culturally Congruent Services; ABPCN 2011

**African American Holistic Resource Center
 Berkeley, California**

Feasibility Study, 2018

Figure 4 – Floor plan A is a single-story building 5,000 square feet in size. The design of the facility is based on the shape of an ancient Ghanaian Adinkra Symbol that means Unity and Community. Rooms and spaces in the building were strategically positioned.

Figure 4: Floor Plan A

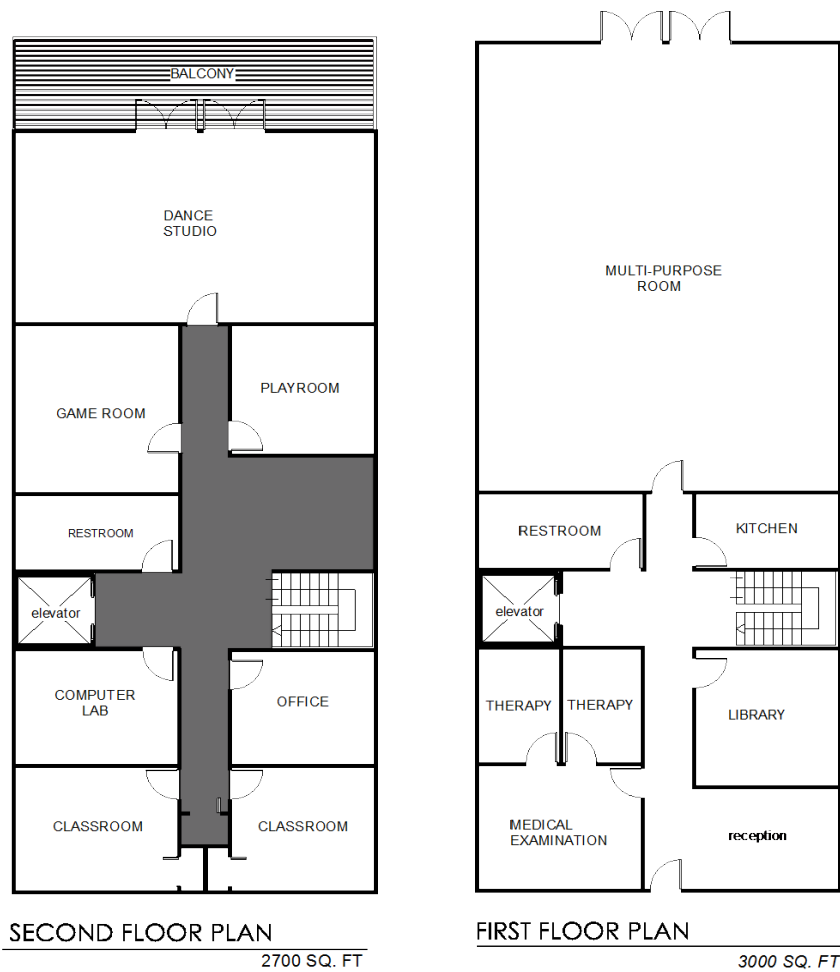


**African American Holistic Resource Center
 Berkeley, California**

Feasibility Study, 2018

Figure 5 – Floor plan B is a two-story building that is 5,700 square feet in size; additional space is required to accommodate a stairwell. Rooms and spaces in the building were strategically positioned.

Figure 5: Floor Plan B



Prospective rehabilitation of an existing building on a 5000 sq. ft typical lot in the Commercial South Area of Berkeley (C-SA)



Image capture: Jan 2021 © 2021 Google

Berkeley, California

Google

Street View - Jan 2021

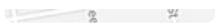


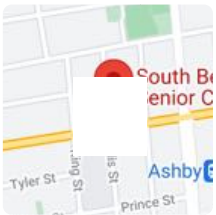


Image capture: Jan 2021 © 2021 Google

Berkeley, California

Google

Street View - Jan 2021



The background image shows a park setting. In the foreground, there is a playground with a colorful structure. In the middle ground, a woman in a black top and patterned pants stands near a trash can. In the background, a wooden clubhouse with a red roof is visible, surrounded by trees. The text is overlaid on this image.

Willard Park Clubhouse Replacement Project

Community Workshop

July 1, 2021



Existing Clubhouse - Exterior



Existing Clubhouse - Interior

The new, larger clubhouse will provide flexible spaces for a wider range of activities including more programs for children of all ages.



More activities for adults and families could include:

- Arts and Crafts
- Fitness Classes
- Educational and Cultural Programs
- Neighborhood Group Meetings



Larger activity rooms
can provide space for:

- Social Gatherings
- Party Rentals
- Neighborhood Events



WILLARD PARK CLUBHOUSE EXISTING SITE PLAN

NOTES

- 1 CERAMIC TILE SEAT WALL
- 2 TENNIS COURTS
- 3 CHILDREN'S PLAYGROUND
- 4 WILLARD PARK LAWN
- 5 EXISTING CLUBHOUSE
- 6 EXISTING PUBLIC TOILET



Based on input from the community, and City of Berkeley Parks and Recreation staff,

The design team generated three different options for the new clubhouse, located at two different sites within the park.

These 3 options were presented to members of the community in the workshop and the survey.



OPTIONAL CLUBHOUSE LOCATIONS

CLUBHOUSE AREA
Approximately 3,500-5,000 sf



Preferred Option:

Option 1

One Story Clubhouse located at the site of the existing building

New public restrooms located off Derby Street near the tennis courts – separated by low planter

Pros:

Maintains open lawn area

Creates protected open play area behind the new building

Separates park restrooms from children at clubhouse

Leaves room for future 5-12 year old childrens' playground

Concerns:

Losing two large douglas fir and redwood trees at the southern property line

Proximity of restrooms to Derby Street neighbors



Preferred Option:

Option 1

Program:

Large Divisible Multi-Purpose
Room – 1,800 sf

Small Classroom – 900 sf

Kitchen

Office

Restrooms

Storage

Fenced Outdoor Play Yard



Alternate Layout:

Option 2

New L-shaped building, shifted to the west.

New public restrooms located off Derby Street near the tennis courts – separated by low planter

Changes:

Enables the existing douglas fir and redwood trees along the south property line to remain in place.

Provides more open space between the building and Hillegass Ave.



Restroom Options R1 and R2



Option R1

Restrooms off Tennis Courts
behind low planter area



Option R2

Restrooms near Clubhouse
but in separate structure

Measure T1 Phase 2	Amount
TOTAL ART FUNDING	\$650,000
20% Admin Funds	\$130,000
Internal Contingency	\$52,000
Panel honorarium	\$6,000
Artist proposal or interview fee	\$12,000
Reproduction/Presentation Materials	\$600
Photography/Documentation	\$4,000
Plaque Costs	\$8,000
REMAINING ART BUDGET	\$437,400
Site 1	
Site 2	
Site 3	
Site 4	



Jonathan Taylor
Neighborhood House, 2015
11 x 14
Color photograph
\$250

Second Floor North, Left to Right

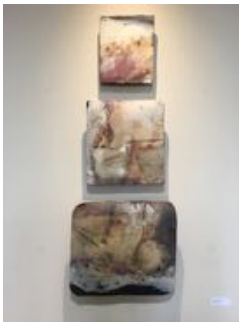


Lynn Voorhees
Wildcat Canyon Trail, 2016
12 x 16
Acrylic on canvas
NFS



Lynn Voorhees
Winter, Lake Anza, 2016
12 x 16
Acrylic on canvas
NFS

Third Floor Lobby



Susan Duhan Felix
Serenade
Pit fired ceramics
36 x 12 x 2
\$3,000

