2022/2023
Community Needs Assessment and Community Action Plan

California Department of Community Services and Development

Community Services Block Grant

Contents

Introduction

The Department of Community Services and Development (CSD) has developed the 2022/2023 Community Needs Assessment (CNA) and Community Action Plan (CAP) template for the Community Services Block Grant (CSBG) network. Each agency must submit a completed CAP, including a CNA to CSD on or before **June 30, 2021**. In an effort to reduce administrative burden during the Novel Coronavirus (COVID-19) pandemic, CSD has made changes to the CAP template. The changes are detailed below in the "What's New for 2022/2023?" section. Provide all narrative responses in 12-point Arial font with 1.5 spacing. When the CNA and CAP are complete, they should not exceed 52 pages, excluding the appendices.

Purpose

Public Law 105-285 (the CSBG Act) and the California Government Code require that CSD secure a CAP, including a CNA from each agency. Section 676(b)(11) of the CSBG Act directs that receipt of a CAP is a condition to receive funding. Section 12747(a) of the California Government Code requires the CAP to assess poverty-related needs, available resources, feasible goals and strategies that yield program priorities consistent with standards of effectiveness established for the program. Although CSD may prescribe statewide priorities or strategies that shall be considered and addressed at the local level, each agency is authorized to set its own program priorities in conformance to its determination of local needs. The CAP supported by the CNA is a two-year plan that shows how agencies will deliver CSBG services. CSBG funds are by their nature designed to be flexible. They shall be used to support activities that increase the capacity of low-income families and individuals to become self-sufficient.

Federal CSBG Programmatic Assurances and Certification

The Federal CSBG Programmatic Assurances are found in section 676(b) of the CSBG Act. These assurances are an integral part of the information included in the CSBG State Plan. A list of the assurances that are applicable to CSBG agencies has been provided in the Federal Programmatic Assurances section of this template. CSBG agencies should review these assurances and certify that they are in compliance.

State Assurances and Certification

As required by the CSBG Act, states are required to submit a State Plan as a condition to receive funding. Information provided in agencies' CAPs will be included in the CSBG State Plan. Alongside Organizational Standards, the state will be reporting on State Accountability Measures in order to ensure accountability and program performance improvement. A list of the applicable State Assurances and the agency certification for them are found in the State Assurances section of this template.

Compliance with CSBG Organizational Standards

As described in the Office of Community Services (OCS) [Information Memorandum (IM) #138 dated January 26, 2015,](#) CSBG agencies will comply with implementation of the Organizational Standards. CSD has identified the Organizational Standards that are met through the completion of the CAP and the CNA. A list of Organizational Standards that will be met upon completion of the CAP can be found in the Organizational Standards section of this template. Agencies are encouraged to utilize this list as a resource when reporting on the Organizational Standards annually.

What's New For 2022/2023?

Two-Part Layout. The 2022/2023 template has been divided into two parts:

> Part I: Community Needs Assessment (CNA); and

> Part II: Community Action Plan (CAP).

The CNA portion has sections for the needs assessment narrative and the results. Surveys and analysis documents may be attached as appendices. The CAP portion encompasses all the usual topics such as Vision and Mission Statement, Tripartite Board of Directors, Service Delivery System, Linkages, Monitoring, etc.

Revised Public Hearing Section. In addition to including the statue for the public hearing requirement, CSD has incorporated new guidelines for issuing the Notice of Public Hearing and the draft CAP, and documenting low-income testimony delivered at the public hearing. The Low-Income Testimony and Agency Response document will be required as an appendix. See the section on Public Hearing(s) for more details.

CNA Helpful Resources. Part I: Community Needs Assessment contains resources on conducting a needs assessment, influence of COVID-19 on the process, and updated links to state and national quantitative data sets.

Revised and Reduced Narrative Sections. Every effort has been made to reduce the administrative burden of conducting a CNA and preparing a CAP during an active pandemic. Although these tasks are fundamental to CSBG and should not be overlooked, CSD is aware of the reduced capacity and other circumstances under which many of the agencies are functioning. CSD has removed questions, utilized check boxes when possible, and made some questions optional. Many questions about the federal and state assurances have been removed. However, agencies are still required to certify that they are in compliance with the assurances. In the sections pertaining to the Tripartite Board of Directors and Linkages, for instance, agencies may indicate whether there are changes to the response in the 2020-2021 CAP or whether they would like CSD to accept the 2020-2021 CAP response without adaptations. Please keep in mind that these flexibilities are made because of the COVID-19 pandemic and may not be utilized in future years.

Additional Information. CSD has added a section to address disaster preparedness and agency capacity building. While this information is not directly mandated by statue, it is important to know agencies have disaster response plans in place and are making efforts to increase their own capacities. Responses to these questions are optional.

Federal and State Assurances Certification. Pertaining to the federal and state assurances, CSD removed questions where possible. If compliance to an assurance could be demonstrated without a narrative, the question was removed. However, agencies will still be required to certify that the Federal CSBG Programmatic Assurances and the State Assurances are being met. Agency certifications are found in those sections.

CSBG State Plan References. Information for the CSBG State Plan comes largely from CAPs submitted by agencies. To help agencies understand their roll in preparing the CSBG State Plan, CSD has indicated which questions contribute to the development of the annual CSBG State Plan.

Checklist

- ☐ **Cover Page and Certification**
- ☐ **Public Hearing(s)**

Part I: Community Needs Assessment
- ☐ **Narrative**
- ☐ **Results**

Part II: Community Action Plan
- ☐ **Vision Statement**
- ☐ **Mission Statement**
- ☐ **Tripartite Board of Directors**
- ☐ **Service Delivery System**
- ☐ **Linkages and Funding Coordination**
- ☐ **Monitoring**
- ☐ **Data Analysis and Evaluation**
- ☐ **Additional Information (Optional)**
- ☐ **Federal CSBG Programmatic Assurances and Certification**
- ☐ **State Assurances and Certification**
- ☐ **Organizational Standards**
- ☐ **Appendices**

<h1 style="text-align:center">COMMUNITY SERVICES BLOCK GRANT (CSBG)
2022/2023 Community Needs Assessment and Community Action Plan
Cover Page and Certification</h1>

Agency Name	**California Human Development**
Name of CAP Contact	Santino Garcia
Title	Chief Operating Officer
Phone	(707) 292-7350
Email	**Santino.Garcia@CAHumanDevelopment.org**

CNA Completed MM/DD/YYYY:
(Organizational Standard 3.1)

3/11/2021

Board and Agency Certification

The undersigned hereby certifies that this agency complies with the Federal CSBG Programmatic and State Assurances as outlined in the CSBG Act and California Government Code, respectively for services provided under the Federal Fiscal Year 2022/2023 Community Action Plan. The undersigned further certifies the information in this Community Needs Assessment and the Community Action Plan is correct and has been authorized by the governing body of this organization. (Organizational Standard 3.5)

Emila Aguilar		
Board Chair (printed name)	**Board Chair (signature)**	**Date**
Thomas Stuebner		
Executive Director (printed name)	**Executive Director (signature)**	**Date**

Certification of ROMA Trainer/Implementer *(If applicable)*

The undersigned hereby certifies that this agency's Community Action Plan and strategic plan documents the continuous use of the Results Oriented Management and Accountability (ROMA) system (assessment, planning, implementation, achievement of results, and evaluation).

NCRT/NCRI (printed name)	**NCRT/NCRI (signature)**	**Date**

CSD Use Only

Dates CAP (Parts I & II)		Accepted By
Received	Accepted	

Public Hearing(s)

California Government Code Section 12747(b)-(d)

State Statute Requirements

As required by California Government Code Section 12747(b)-(d), agencies are required to conduct a public hearing for the purpose of reviewing the draft CAP. All testimony presented by low-income individuals and families during the public hearing shall be identified in the final CAP. Agencies shall indicate whether or not the concerns expressed by low-income individuals and families have been addressed. If an agency determines that any of the concerns have not been addressed in the CAP, the agency shall include in its response document, information about the concerns and comment as to their validity.

Public Hearing Guidelines

Notice of Public Hearing

1. Notice of the hearing and comment period must be published at least 15 calendar days prior to the public hearing.
2. The notice may be published on the agency's website, Facebook page, social media channels, and/or in newspaper(s) of local distribution.
3. The notice must include information about the draft CAP; where members of the community may review, or how they may receive a copy of, the draft CAP; the dates of the comment period; where written comments may be sent; date, time, and location of the public hearing; and the agency contact information.
4. The comment period should be open for at least 15 calendar days prior to the hearing. Agencies may opt to extend the comment period for a selected number of days after the hearing.
5. The draft CAP must be made available for public review and inspection at least 30 days prior to the hearing. The draft CAP can be posted on the agency's website, Facebook page, social media channels, and distributed electronically or in paper format.
6. Attach a copy of the Notice(s) of Public Hearing as Appendix A to the final CAP.

Public Hearing

1. Agencies must conduct at least one public hearing on the draft CAP.
2. Public hearing(s) shall not be held outside of the service area(s).
3. Low-income testimony presented at the hearing or received during the comment period must be memorialized verbatim in the Low-Income Testimony and Agency's Response document and appended to the final CAP as Appendix B.
4. The Low-Income Testimony and Agency's Response document should include the name of low-income individual, his/her verbatim testimony, an indication of whether or not the need was addressed in the draft CAP, and the agency's response to the testimony if the concern was not addressed in the draft CAP.

Guidance for Public Hearings During COVID-19

The COVID-19 pandemic poses unique challenges to fulfilling the public hearing requirement. CSD asks that agencies adhere to state and county public health guidance to slow the spread of the virus and ensure public safety. The health and safety of agency staff and the communities you serve is paramount. If a public hearing cannot be conducted in person, CSD encourages agencies to utilize other formats or methods that will still adhere to the state and county public health guidance. If conducing a public hearing through other formats or methods is still not possible, agencies must contact their Field Representative at CSD at least 30 days prior to the submission of the CAP for additional guidance. Agencies will be required to provide documentation to support their constraints to meet the public hearing requirement.

Public Hearing Report

Date(s) of Public Hearing(s)	May 26,2021- May 27, 2021
Location(s) of Public Hearing(s)	Virtual – In person location TBD
Dates of the Comment Period(s)	April 26, 2021 – May 26, 2021
Where was the Notice of Public Hearing published? (agency website, newspaper, social media channels)	TBD
Date the Notice(s) of Public Hearing(s) was published	TBD
Number of Attendees at the Public Hearing(s) (Approximately)	TBD

Part I: Community Needs Assessment

CSBG Act Section 676(b)(11)
California Government Code Section 12747(a)

Helpful Resources

In 2011, NASCSP published a [Community Action to Comprehensive Community Needs Assessment Tool](#) that supports planning and implementing a comprehensive CNA. The tool lays out design choices, planning steps, implementation practices, analysis, and presentation options.

The National Community Action Partnership has [resources](#) such as an online Community Needs Assessment Tool and information about conducing a needs assessment during the COVID-19 pandemic. The Partnership also has a [Data Hub](#) designed specifically for the community needs assessment process.

To provide a comprehensive "picture" of the community needs in your service area(s), agencies will collect and analyze both quantitative and qualitative data. Links to several national and state quantitative data sets are given below. Local and agency data also provide information about the needs of the community.

National and State Data Sets			
U.S. Census Bureau [Poverty Data](#)	**U.S. Bureau of Labor Statistics** [Economic Data](#)	**U.S. Department of Housing and Urban Development** [Housing Data & Report](#)	**U.S. Department of Health and Human Services** [Data Portal](#)
Baseline Census [Data by County](#)		**National Low-Income Housing Coalition** [Housing Needs by State](#)	**National Center for Education Statistics** [IPEDS](#)
California Department of Finance [Demographics](#)	**California Attorney General** [Access RSS Data](#)	**California Department of Public Health** [Various Data Sets](#)	**California Governor's Office** [Covid-19 Data](#)
California Department of Education [School Data via DataQuest](#)		**California Employment Development Department** [UI Data by County](#)	

Community Needs Assessment Narrative

CSBG Act Sections 676(b)(3)(C), 676(b)(9)
Organizational Standards 1.1, 1.2, 2.2, 3.2, 3.3, 3.4
State Plan

1. How did the agency share the CAP, including the CNA, with the community, stakeholders, partner organizations? (Check all that apply.)
☒ The agency's website ☒ Posted on the agency's Facebook page ☒ Electronic reports were sent ☐ Printed copies were distributed ☒ Social media channels ☐ Other

2. Describe how your agency collected and included current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for your service area. (Organizational Standard 3.2, State Plan)
California Human Development (CHD) included current data specific to poverty and its prevalence related to gender, age, and race/ethnicity in our service area in three ways. First, we reviewed our client characteristics in the 2020 CSBG Annual Report for current data. Second, we surveyed our clients about their needs. And third, we surveyed publicly available data for up-to-date information.

3. Describe the geographic location(s) that your agency is funded to serve. If applicable, include a description of the various pockets, high-need areas, or neighborhoods of poverty that are being served by your agency.
CHD serves a 31-county northern California region. Our service area extends from Marin County east to Alpine County and north to the Oregon border. According to the *Healthy Places Index*, some of California Human Development's largest service areas have the most need for our services within those counties. Some pockets of San Joaquin County, Sacramento County, and Sonoma County experience heavy inequity in their community when it comes to access to resources and the quality of those resources. CHD's service areas of Lake, Colusa, Yuba, Sutter, and Butte counties have consistently low scores on the *Healthy Places Index* (Public Health Alliance of Sourthern California, 2021).

Farmworkers especially are a vulnerable, high-need population in our service areas. They have been disproportionately affected by COVID-19. Farmworkers are more vulnerable to the virus in large part due to not having reliable sources of information. They are also experiencing the indirect effects of the pandemic at a higher rate as well. Things like job loss, reduced wages, and unsafe working conditions are contributing to the increased ancillary effects of COVID-19 on this vulnerable population (Bade, Ramirez, & Saxton, 2021).

---

4. Indicate from which sources your agency collected and analyzed quantitative data for the CNA. (Check all that apply.) (Organizational Standard 3.3)

Federal Government/National Data Sets
- ☒ Census Bureau
- ☐ Bureau of Labor Statistics
- ☐ Department of Housing & Urban Development
- ☐ Department of Health & Human Services
- ☐ National Low-Income Housing Coalition
- ☐ National Center for Education Statistics
- ☐ Other online data resources
- ☐ Other

California State Data Sets
- ☐ Employment Development Department
- ☐ Department of Education
- ☒ Department of Public Health
- ☐ Attorney General
- ☐ Department of Finance
- ☒ State Covid-19 Data
- ☒ Other

Surveys
- ☒ Clients
- ☐ Partners and other service providers
- ☐ General public
- ☐ Staff
- ☐ Board members
- ☐ Private sector
- ☐ Public sector
- ☐ Educational institutions

Local Data Sets
- ☐ Local crime statistics
- ☐ High school graduation rate
- ☐ School district school readiness
- ☐ Local employers
- ☐ Local labor market
- ☐ Childcare providers
- ☐ Public benefits usage
- ☐ County Public Health Department
- ☐ Other

Agency Data Sets
- ☒ Client demographics
- ☒ Service data
- ☒ CSBG Annual Report
- ☒ Client satisfaction data
- ☐ Other

5. If you selected "Other" in any of the data sets in Question 4, list the additional sources.

California Institute for Rural Studies

6. Indicate the approaches your agency took to gather qualitative data for the CNA. (Check all that apply.) (Organizational Standard 3.3)

Surveys
- ☒ Clients
- ☒ Partners and other service providers
- ☐ General public
- ☐ Staff
- ☒ Board members
- ☒ Private sector
- ☒ Public sector
- ☒ Educational institutions

Interviews
- ☐ Local leaders
- ☐ Elected officials
- ☐ Partner organizations' leadership
- ☐ Board members
- ☐ New and potential partners
- ☐ Clients

Focus Groups
- ☐ Local leaders
- ☐ Elected officials
- ☐ Partner organizations' leadership
- ☐ Board members
- ☐ New and potential partners
- ☐ Clients
- ☐ Staff

☐ **Community Forums**

☐ **Asset Mapping**

☐ **Other**

7. If you selected "Other" in Question 6, please list the additional approaches your agency took to gather qualitative data.

8. Describe your agency's analysis of the quantitative and qualitative data collected from low-income individuals and families. Include a description of the data collected. (Organizational Standards 1.1, 1.2, 3.3; State Plan)

CHD analyzes information collected from low-income individuals primarily through two methods. First, staff collects and completes a preliminary analysis of data to present to the Board of Directors for their review. Information collected from low-income individuals includes all of the CHD-generated data: customer satisfaction surveys, client needs assessment survey, and CSBG Annual Report client characteristics. It also includes all the public survey data like the Healthy Places Index, Measure of America, Census data, and Public Policy Institute of California. Second, at the Board Strategic Planning retreat, data from low-income individuals is presented and analyzed.

> **9.** Summarize the data gathered from each sector of the community listed below and detail how your agency used the information to assess needs and resources in your agency's service area(s). Your agency must demonstrate that each sector was included in the needs assessment; A response for each sector is required. (CSBG Act Sections 676(b)(3)(C), 676(b)(9); Organizational Standard 2.2; State Plan)

A. Community-based organizations

Data was gathered from the following community-based organizations, along with a brief summary of the data. The needs assessment begins with client and stakeholder survey responses, which are then correlated to publicly available data from a variety of sources, including community-based organizations.

CHD Stakeholder Survey: The Stakeholder Survey was sent to CHD stakeholders representing Community-based organizations, Faith-based organizations, Private sector, Public sector, and Educational institutions via email on February 12th with two follow-up/reminder emails. The survey closed on February 26th. The qualitative survey asks stakeholders to summarize the needs in their community by CSD Annual Report Domain. Forty-five (45) responses were received.

CHD Client Needs Assessment Survey: The Client Needs Assessment Survey was available to CHD clients for a two-week period between February 12th and February 26th. The quantitative survey asks clients to identify the needs in their community by CSD Annual Report domain. Four hundred and one (401) responses were received.

Public Policy Institute of California: The Public Policy Institute of California (PPIC) is a nonprofit, nonpartisan think tank. It is dedicated to informing and improving public policy in California through independent, objective, nonpartisan research.

United Ways of California–*The Real Cost Measure in California 2019*: *The Real Cost Measure* is an extensive report that seeks to go beyond just determining where families are in regard to the poverty line. This study seeks to identify the actual gaps in low-income families' budgets to identify the biggest needs.

B. Faith-based organizations

Data was gathered from the following faith-based organizations, along with a brief summary of the data. The needs assessment begins with client and stakeholder survey responses, which are then correlated to publicly available data from a variety of sources, including faith-based organizations.

CHD Stakeholder Survey: The Stakeholder Survey was sent to CHD stakeholders representing Community-based organizations, Faith-based organizations, Private sector, Public sector, and Educational institutions via email on February 12th with two follow up reminder emails. The survey closed on February 26th. The qualitative survey asks stakeholders to summarize the needs in their community by CSD Annual Report Domain. Forty-five (45) responses were received.

Catholic Charities--California Poverty Data by Diocese: Catholic Charities produces a report that aggregates poverty data from their own sources as well as trusted others, to give a detailed representation of poverty in California. The poverty data is separated by county for comparison as well.

C. Private sector (local utility companies, charitable organizations, local food banks)
Data was gathered from the following private sector organizations, along with a brief summary of the data. The needs assessment begins with client and stakeholder survey responses, which are then correlated to publicly available data from a variety of sources, including private sector organizations.

CHD Stakeholder Survey: The Stakeholder Survey was sent to CHD stakeholders representing Community-based organizations, Faith-based organizations, Private sector, Public sector, and Educational institutions via email on February 12th with two follow up reminder emails. The survey closed on February 26th. The qualitative survey asks stakeholders to summarize the needs in their community by CSD Annual Report Domain. Forty-five (45) responses were received.

Workforce Development Boards: The California Workforce Development Board (CWDB) was established in 1998, as outlined in the federal Workforce Investment Act (WIA). In 2014, the WIA was replaced by the Workforce Innovation and Opportunity Act (WIOA), which outlines the vision and

structure through which state workforce training and education programs are funded and administered regionally and locally. The CWDB is responsible for the oversight and continuous improvement of the workforce system in California, which encompasses a wide array of work, including: policy development; workforce support and innovation; and performance assessment, measurement and reporting.

California Institute for Rural Studies: The COVID-19 Farmworker Study (COFS) utilizes 63 in-depth interviews to highlight the heightened stress, attrition, and burden farmworkers experience due to the pandemic. Before the pandemic, farmworkers were already facing equity and access issues in their work and communities. This study demonstrates how this pandemic has intensified these issues through farmworkers' voices.

D. Public sector (social services departments, state agencies)

Data was gathered from the following public sector organizations, along with a brief summary of the data. The needs assessment begins with client and stakeholder survey responses, which are then correlated to publicly available data from a variety of sources, including public sector organizations.

CHD Stakeholder Survey: The Stakeholder Survey was sent to CHD stakeholders representing Community-based organizations, Faith-based organizations, Private sector, Public sector, and Educational institutions via email on February 12th with two follow up reminder emails. The survey closed on February 26th. The qualitative survey asks stakeholders to summarize the needs in their community by CSD Annual Report Domain. Forty-five (45) responses were received.

Census.gov: *The American Community Survey* (ACS) is an ongoing survey that uses its data to reflect the changes and differences in communities across America. Through ACS, we know more about jobs and occupations, educational attainment, veterans, whether people own or rent their homes, and other topics.

Measure of America: *A Portrait of California* goes beyond the state's fiscal and budgetary woes to examine the well-being of its people using the American Human Development Index, a measure based on official government data in health, education, and living standards. This timely report introduces the 'Five Californias' to highlight the varied opportunities open to differing segments of the population and provides close-up snapshots of major metro areas.

Public Health Alliance of Southern California: The *California Healthy Places Index* (HPI) is a tool that can be utilized to determine life expectancy based on the "social determinants of health." This index is essentially a map that ranks locations based on public and economic policy that contribute to the longevity of one's life.

E. Educational institutions (local school districts, colleges)

Data was gathered from the following educational institutions, along with a brief summary of the data. The needs assessment begins with client and stakeholder survey responses, which are then correlated to publicly available data from a variety of sources, including educational institutions.

CHD Stakeholder Survey: The Stakeholder Survey was sent to CHD stakeholders representing Community-based organizations, Faith-based organizations, Private sector, Public sector, and Educational institutions via email on February 12th with two follow up reminder emails. The survey closed on February 26th. The qualitative survey asks stakeholders to summarize the needs in their community by CSD Annual Report Domain. Forty-five responses (45) were received.

University of California, Davis--*National Agriculture Work Survey* (NAWS): The primary focus of this report is the presentation of findings for the period covering fiscal years (FY) 2015 and 2016. These findings are based on data collected from face-to-face interviews with 5,342 crop farmworkers through the U.S. Department of Labor's *National Agricultural Workers Survey* (NAWS) between October 1, 2014, and September 30, 2016.

Stanford Center on Poverty and Inequality: The Stanford Center on Poverty and Inequality (CPI) has built a comprehensive research program focused on measuring and explaining trends in poverty,

inequality, and labor market outcomes. This program features 15 research groups (RGs) that address some of the important poverty-relevant measurement problems facing the nation.

---

10. "Causes of poverty" are the negative factors that create or foster barriers to self-sufficiency and/or reduce access to resources in communities in which low-income individuals live. After review and analysis of the data, describe the causes of poverty in your agency's service area(s). (Organizational Standard 3.4, State Plan)

This Needs Assessment is written during the COVID-19 pandemic and a discussion of the causes of poverty begins with the pandemic. Following this, causes of poverty will be discussed and organized as they relate to the CSBG National Performance Indicator domains.

COVID-19 is a significant cause of poverty--44% of respondents in the CHD Client Needs Assessment Survey reported losing income due to the pandemic and 31% report having difficulty accessing food. In addition, 50% report continuing to be worried about COVID-19 and 24% report difficulties with distance learning.

COVID-19 Impacts	Response Rate
Lost work or reduced hours due to COVID-19, including caring for children who are not in school or caring for sick family	34%
Distance learning due to COVID-19 is not working well	23%
Not enough space in our house due to COVID-19 shelter in place, working from home, or children doing school from home	17%
Lost housing due to COVID-19	8%
COVID-19 has made getting food harder because we have lost income or other impact due to COVID-19	31%
COVID-19 has reduced our income	44%
We are worried about COVID-19	50%
We don't have access to COVID-19 testing	9%
We don't have access to COVID-19 vaccinations	23%

Clearly, COVID-19 has had a significant impact on poverty with so many clients reporting lost income and ongoing concerns about the pandemic. This is in line with national surveys of COVID-19 impact on low- to moderate-income communities, where 59% of respondents indicated COVID-19 was a significant disruption to the economic conditions of the communities they serve and expected recovery to be difficult (Chalise, et al., October 2020). Food insecurity is also a significant concern, with 31% of clients expressing some difficulty with accessing food. In *The Impact of the Coronavirus on Food Insecurity in 2021 & 2021, Feeding America* projects that in 2021, 1 in 8 Americans and 1 in 6 children will experience food insecurity in 2021.

COVID-19 has also disproportionately affected the farmworker community at significantly worse rates. Not only are they more vulnerable to the virus due to not having reliable sources of information, but they are also experiencing the indirect effects of the pandemic at a higher rate as well. Things like job loss, reduced wages, and unsafe working conditions are contributing to the increased ancillary effects of COVID-19 on this vulnerable population. Farmworkers were already facing equity and access issues in their work and communities. Many of these burdens have now been intensified by the pandemic with little to no relief in sight to mend what these individuals are experiencing--from worksites not giving accurate medical information and PPE, to school closures, and the extra financial burdens levied on farmworker families that can't easily choose between childcare and work (Bade, Ramirez, & Saxton, 2021).

Apart from the specific causes of poverty brought on by the COVID-19 pandemic, there are many other causes of poverty. Causes of poverty are discussed below, using the CSBG National Performance Indicator domains for categorization.

From our clients' own perspective (the poverty rate of CHD clients is significantly higher than poverty rate of the general population in CHD's service area), programs that address the following are important to reduce poverty:

- Lack of affordable housing
- Lack of good paying jobs and the means to get these jobs

- Lack of educational attainment and barriers to achieving education
- Substance abuse
- Immigration status
- Natural disasters

The literature also reflects these priorities. From Stanford's 2018 California Poverty Measure (Wimer, et al., 2018), there are themes that protect against poverty. To move families out of poverty, it is important to enable families to gain these protections:

- Full-time work protects against poverty–only 11.5% of those in families with at least one person working full time are in poverty
- Education protects against poverty--the rate of poverty among families where no adult has a high school degree is 5.6 times higher than families with at least one college graduate
- The safety net protects many from falling into poverty--without it an additional 4.8 million Californians would be poor

Employment Domain

In the employment domain, our surveys asked stakeholders and our client community why employment is a need or a problem in the community. After COVID, stakeholders identified training and lack as the two largest themes in the word cloud, indicating more responses.

People work lack wages Covid jobs training enough due covid

In our client survey, which is summarized below, responses related to education and skill development was the largest response group with finding jobs or a lack of good paying jobs coming in second. Lack of English proficiency in particular is a need that keeps clients from accessing available training. Transportation, immigration status, childcare, and substance abuse were also identified, and these are themes that will be seen across domains.

Employment Response Categories	Response Rate
Education and skill development: Lack of English proficiency, lack of skills, lack of computer skills, lack of education, few jobs for people without skills	233/397
Substance abuse	19/397
Immigration status, work authorization, or discrimination	92/397
Job placement or development: unable to find jobs, lack of good paying jobs with benefits, current jobs are low paying	153/397
Transportation related	62/397
Childcare related	94/397

In analyzing client and stakeholder responses, it is clear that well-paying employment is a need and lack of ability to get a well-paying job is a case of poverty. One barrier is simply that California's minimum wage is not sufficient to lift a family of three out of poverty and it falls far short of the income needed to achieve a modest standard of living *(Anderson, Poverty Is a Problem We Can Address, 2014).*

In Carroll's *California Crop Worker Characteristics* presentation (2017), we learn that farmworkers are becoming less migratory (only 14% traveled more than 75 miles to work), are aging in place (average age 39 from 34) and therefore have more years of work experience (16 up from 11), are married at a higher percentage (68%), and the number of foreign-born newcomers substantially decreased (from 28% to 1%).

For farmworkers, just over half have work authorization, according to the *National Agricultural Workers Survey* (Hernandez & Gabbard, 2018). These farmworkers are eligible for the National Farmworker Jobs Program and other workforce development like Dislocated Worker programs. Access to these programs provides a career pathway for farmworkers.

Finding employment is significantly more difficult for those without work authorization and the kinds of jobs available tend to be lower paying. Access to work authorization, whether through immigration reform or individual immigration cases, enables better employment options.

Education Domain

In the education domain, our surveys ask stakeholders and our client community why education is a need or a problem in the community. After COVID, stakeholders identified the following word cloud themes, which illuminate the client responses that follow, particularly as it relates to the availability of education:

people cost learning lack Covid expensive schools programs

In our client survey, which is summarized below, lack of a high school diploma and access to GED programs were the largest responses followed by needing vocational skills training. As seen in other domains, transportation, childcare, and substance abuse are themes across domains as they pertain to causes of poverty.

Education Response Categories	Response Rate
Do not have high school diploma: No high school diploma or GED, lack of access to GED programs	189/389
Substance abuse	16/389
Cost related: tuition, childcare, transportation	140/389
Vocational skills needed: lack of vocational skills, lack of access to vocational skills programs	142/389
Transportation related	54/389
Lack of dropout prevention programs	25/389
Childcare related, including preschool	104/389

Lack of a high school diploma, vocational training, and cost considerations are primary concerns and drivers of poverty. Access to vocational training can be difficult for those without a high school

diploma and need to pass an ability benefit test. Cost of education can be alleviated for those who qualify for career training through the workforce system as an alternative to post-secondary education. Post-secondary education through traditional means of college is exceedingly expensive and low-income students face considerable challenges with these financial demands. The cost of attending California State University (CSU) is expensive. Tuition and fees and can exceed $27,000 a year. Financial aid still requires low-income students to cover nearly $15,000 (Rose, 2019).

The Public Policy Institute of California finds that though parents value college, they are worried about affordability (Baldassare, Bonner, Dykman, & Ward, PPIC Statewide Survey: Californians and Education, 2019). A strong majority of parents are very worried or worried about affording a college education.

Vocational training that is provided free to clients through the National Farmworkers Jobs Program (NFJP) and for non-farmworkers through partnerships with the workforce areas is a powerful tool in a career pathway that moves clients to success without saddling them with debt.

Housing Domain

In the housing domain, our surveys ask stakeholders and our client community why housing is a need or a problem in the community. The stakeholder word cloud clearly identifies the related housing elements of availability and affordability.

In our client survey, which is summarized below, availability and affordability are also consistent themes. We can surmise that affordability concerns lead clients to housing in need of repair, where neighborhood conditions are bad, and there are safety concerns.

Housing Response Categories	Response Rate
Cost related: rent is too expensive, utilities are too expensive, purchasing is too expensive, danger of eviction or foreclosure	258/393
Repairs, health, and safety: neighborhood conditions are bad, housing needs health and safety repairs, housing needs repairs	68/393
Discrimination	34/393
Not enough housing	101/393
Not enough shelter for emergencies	48/393

Housing is an issue across our service area and California. As housing becomes more expensive, it disproportionately affects low-income families. Two thirds (2/3) of Californians say housing affordability is a big problem in their region and nearly half are considering moving due to housing costs (Baldassare, Bonner, Dykman, & Ward, PPIC Statewide Survey: Californians & Their Government, 2019).

Over the last decade, the state averaged fewer than 80,000 new homes annually, far below the estimated need of 180,000 additional units each year (California Department of Housing and Community Development, 2018). This lack of inventory is a cause of poverty and can be seen in client responses indicating that housing costs are too expensive.

For clients graduating from residential substance abuse programs, the lack of stable, alcohol- and drug-free living environment can be a serious obstacle to sustained abstinence (Polcin, Korcha, Bond, & Galloway, 2011).

A key recommendation of the Ag Innovations Network is to improve existing and develop new affordable farmworker housing options (2014). According to the *National Agricultural Worker Survey*, thirty–three percent (33%) of farmworkers reported living in crowded housing (Hernandez & Gabbard, 2018).

Clearly, affordable housing is a need both in stakeholder and client survey results as well as in the literature. CHD will continue to work towards more affordable housing, maintaining the affordable housing already in place, and providing a continuum of housing options for vulnerable populations such as those in substance abuse recovery.

Nutrition Domain

In the nutrition domain, which is summarized below, our surveys ask stakeholders and our client community why nutrition is a need or a problem in the community. The stakeholder word cloud identifies expensive, income, and food insecurity as the largest barriers in the community.

income healthy Food insecurity jobs families help expensive buy food farming people many s nutrition money

In our client survey, clients identified cost as the primary reason nutrition is a problem. Responses related to not being eligible for food stamps indicate the discrepancy between eligibility guidelines and the income needed for food security.

Nutrition Response Categories	Response Rate
Cost related: not enough income to purchase food, food stamps run out, not enough food	138/380
Transportation related	25/380
Not eligible for food stamps	83/380

According to the *Hunger Heath Equity Spotlight on Latinos* report by Feeding America, food insecurity is associated with poor health outcomes and higher rates of chronic disease (2021). Chronic disease and adverse health outcomes are expensive and contribute to continued poverty.

Income Domain

In the income domain, our surveys ask stakeholders and our client community why income is a need or a problem in the community. The stakeholder word cloud responses in this domain do not point to a specific need other than the lack of adequate income.

lack education income wages make Lack know people COVID budget live money save expensive Many jobs

In our client survey, which is summarized below, clients identified education around use of income as the primary problem. It is important to note that many clients simply identified "not enough income." Not surprisingly, the lack of income defines poverty.

Income Response Categories	Response Rate
Education related: difficulty with money management, lack of knowledge about savings, could learn about budgeting	128/383
Not receiving all income: not receiving earned income tax credit, not receiving owed child support	56/383
Substance abuse	18/383
Managing the income we have is not a problem--my family doesn't have enough income	100/383

The safety net is an important component to alleviating poverty and not accessing available benefits increases poverty (Anderson, Poverty Is a Problem We Can Address, 2014). Many public benefits are not available for the undocumented. Gaining legal status provides a path to improved benefits and resulting reduction of poverty.

As mentioned above, in analyzing the client comments related to this survey question, clients may have been selecting these responses when they simply did not have enough income–not necessarily because they needed more education about how to use it.

Health Domain

In the health domain, our surveys ask stakeholders and our client community why health is a need or a problem in the community. The stakeholder word cloud clearly identifies cost as the largest barrier in the community.

health insurance _need_ **health care** healthcare

expensive know **People** care **lack** insurance **health**

In our client survey, which is summarized below, clients also overwhelming identified cost as a problem with health care. Access to healthcare is also a function of cost. Issues related to disabilities and substance abuse were also identified by the community.

Health Response Categories	Response Rate
Cost related: health insurance is too expensive, prescriptions are too expensive, doctors' visits are too expensive	146/390
Disability issues	30/390
Substance abuse issues	14/390
Access related: can't find doctors who accept Medi-Cal or Medicare, no clinics or doctor offices in my town, long waiting lists for dentist	67/390

Cost of healthcare is the primary concern for both stakeholders and clients with access to healthcare a second concern. Addressing the cost of healthcare is not an agency focus at this time, though CHD does refer clients to providers who assist with enrollment in Medi-Cal, Emergency Medi-Cal, and enrollment in private insurance through the Affordable Care Act.

Substance abuse issues have been a consistent theme throughout the survey, generally not at a high response rate but consistent throughout. Treating substance abuse has significant positive impacts on clients' lives, including in the health domain.

In addition to improving quality of life, treatment for substance use disorders can reduce the costs of drug- and alcohol-related crime, theft, and health care (California Department of Health Care Services, 2015)

Most women reach treatment via the criminal justice system although self-referrals are also important. The most common addictions were methamphetamines (35%) and alcohol (21%). Research indicates that longer treatment is associated with positive outcomes and that a continuum of support

is also important, including outpatient treatment, residential treatment, and sober living environment or SLE support. Access to education, workforce development, and family unification services are very important as women recover and re-enter the workforce (California Department of Health Care Services, 2012).

What services or programs do you think the community needs?

Finally, our surveys ended by asking stakeholders and clients what programs or services they believe the community needs. These responses aligned with the needs already identified in the needs assessment.

Here is the stakeholder word cloud.

food job schools classes needed people training support housing better programs health services community education job training homeless assistance

In our client survey, clients identified the following kinds of services that are most needed in the community:

What services or programs does the community need?	Response Rate
Adult education related: job training or learning job skills, adult education, budgeting workshops, health nutrition counseling	253/395
Job placement or coaching	187/395
Assistance with living independently	63/395
Substance abuse treatment	36/395
Youth education and programs	128/395
More housing	204/395
Natural disaster assistance	99/305

Assistance with impacts of COVID-19	142/395	

Both stakeholders and clients aligned on needs. Training and education programs for both adults and youth, more housing, job placement, natural disaster assistance, and assistance with the impacts of the COVID-19 pandemic are the most common responses.

CHD's programs are designed to help clients find the path to self-sufficiency by removing barriers in their lives. We reduce poverty through workforce development programs, education and job training programs, building and maintaining affordable housing, providing immigration remedies so immigrants can fully participate in their communities and the workforce, and helping people break free from substance abuse.

11. "Conditions of poverty" are the negative environmental, safety, health and/or economic conditions that may reduce investment or growth in communities where low-income individuals live. After review and analysis of the data, describe the conditions of poverty in your agency's service area(s). (Organizational Standard 3.4, State Plan)

CHD's programs are committed to providing a path to self-sufficiency for individuals and families who are in poverty. There are more than 7.4 million Californians, including 2 million children, living in poverty and many in our service area are struggling (Wimer, et al., 2018). Most families living in poverty are working, but the annual wages for a full-time work at the California minimum wage is $27,040 and the 2021 federal poverty line for a family of 4 is $26,500. Of course, the cost of living in California is higher than most of the nation–the 50% of Area Median Income, the Very Low-Income category, in Sacramento County for a family of 4 is $43,150. An overview of the conditions of poverty includes:

- COVID-19 has caused significant economic disruption among low- and moderate-income communities and recovery is expected to be difficult (Chalise, et al., October 2020)
- Deep poverty is high and the rate unchanged, 2.1 million Californians live in deep poverty, half the regular poverty threshold (Anderson, Five Facts Everyone Should Know About Deep Poverty, 2015).

- Poverty is higher among racial/ethnic groups with Hispanics having the highest poverty rate of 26.1% and immigrants having a poverty rate 50% higher than U.S.-born Californians (Wimer, et al., 2018)

- Low-income individuals in our service area would benefit greatly from improved access to programs such as Cal Fresh, Cal Works, the Earned Income Tax Credit (EITC), and affordable housing and health care (Anderson, Poverty Is a Problem We Can Address, 2014)

- Some of these safety net programs have become less effective over time in providing the level of support needed to lift families out of poverty. Cal Works is an example (Schumacher, 2015).

- Some programs are also limited by ineffective outreach and enrollment protocols. Cal Fresh, for example, enrolls less than 60% of those eligible for this most important food security program, leaving millions of federal Supplemental Nutrition Assistance Program (SNAP) dollars on the table (Anderson, Poverty Is a Problem We Can Address, 2014)

- Many of the working poor–especially farmworkers–are undocumented immigrants who cannot access federal benefits, including subsides under the Affordable Care Act (ACA) (Hernandez & Gabbard, 2018). CSBG being a notable and important exception.

CHD serves a 31-county northern California region. The Measure of America series *A Portrait of California* (Lewis & Burd-Sharps, 2014) uses a *Human Development Index* (HD Index) to assess how different areas of California compare with each. The *American Human Development Index* is constructed using a combination of indicators related to a long and healthy life, with indicators related to access to knowledge and to the ability to maintain a decent standard of living.

The Portrait of California classifies most of our service area as "Struggling California" with the balance falling into the "Main Street" category. Within our service area we have the county with the highest *HD Index* (Marin) as well as the lowest *HD Index* (Lake). There is a vast difference between the two. On average, counties within "Main Street California" have a child poverty level of 16.2% and a pre-school enrollment of 53%. While counties within "Struggling California" have a pre-school enrollment of 43% and child poverty level of 32%. (Lewis & Burd-Sharps, 2014)

Human Development Index Indicator	Struggling California	Main Street California
Median Household Income	$45,000	$66,000
Median Earnings	$23,816	$33,975

Pre- School Enrollment	42.8%	53%
Disconnected Youth 16-24 not working and not in school	18.2%	12.2%
Child poverty	31.8%	16.5%
Grandparent sole caregiver--% of children living with grandparent	28.5%	24.4%
Adults with a high school diploma	72.8%	86.6%
Life expectancy	79.7 years	81.2 years

The *American Community Survey* (ACS) is an ongoing survey by the U.S. Census Bureau that gathers information previously available only in the decennial census. Below is a chart comparing the demographics of CHD's client population with the ACS data from CHD's service area (American Community Survey, 2021):

Demographics		CHD Clients Population	ACS in CHD's Service Area Population
Poverty Rate	Below 125%	79%	14%
	Above 125%	21%	86%
Gender	Female	56%	51%
	Male	44%	49%
Age	Under 18	1%	22%
	18-64	95%	61%
	65 and over	4%	17%
Ethnicity	Hispanic, Latino or Spanish Origins	95%	25%
	Not Hispanic, Latino, or Spanish Origins	5%	75%
Race	American Indian or Alaska Native	1%	1%
	Asian	1%	13%
	Black or African American	0%	8%

	Native Hawaiian and Other Pacific Islander	1%	1%
	White	95%	65%
	Other	1%	10%
	Multi-race (two or more)	1%	7%

As expected, from a Community Action agency, the conditions of poverty among the community that CHD serves has significantly higher rate of poverty (79%) than the rate of poverty in the general population of our service area (14%). CHD also serves a more Hispanic population (95%) than the population of our service area (25%). CHD's services are targeted mostly to working-age adults and this is seen in the age distribution of CHD's clients versus the age distribution of the population in our service area.

From our client surveys, the conditions of poverty in our community can be summarized as follows:

- COVID-19 has had a significant impact on our community with reduced work hours, reduced income, food insecurity, and concern about the pandemic
- Lack of education, which can be anything from English proficiency, computer skills, high school diploma or equivalency, or vocational skills is a broad condition in the community
- Costs related to working, like childcare and reliable transportation, are a burden to increasing employment and skill development
- Housing is too expensive–this was the single most common response in the entire survey
- Substance use, though never a top response in any category, is a consistent theme throughout
- Access to work authorization and other immigration related concerns are also consistent throughout
- Adults with developmental disabilities
- Access to health care and costs related to healthcare are concerns for the community–this is concerning anytime, but particularly concerning during a pandemic

12. Describe your agency's approach or system for collecting, analyzing, and reporting customer satisfaction data to the governing board. (Organizational Standard 6.4, State Plan)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

Community Needs Assessment Results

CSBG Act Section 676(b)(11)
California Government Code Section 12747(a)

Table 1: Needs Table

Complete the table below. Insert a row if additional space is needed.

Needs Identified	Level	Integral to Agency Mission (Y/N)	Currently Addressing (Y/N)	Agency Priority (Y/N)
Relief and assistance in the COVID-19 pandemic	Family	Y	Y	Y
Access to good paying jobs, including vocational training and job placement	Family	Y	Y	Y
English proficiency	Community & Family	Y	Y	Y
Affordable housing for farmworkers and other low-income families	Community & Family	Y	Y	Y
Cost and access to healthcare	Community	N	N	N
Substance use disorder treatment	Family	Y	Y	Y
Immigration and citizenships services	Family	Y	Y	Y
Self-reliance among disabled adults	Family	Y	Y	Y
Emergency response in natural disasters	Family	Y	Y	Y
Supportive services to address immediate needs	Family	Y	Y	Y

Needs Identified: List the needs identified in your most recent CNA.

Level: List the need level, i.e. community or family. Community Level: Does the issue impact the community, not just clients or potential clients of the agency? For example, a community level employment need is: There is a lack of good paying jobs in our community. Family Level: Does the need concern individuals/families who have identified things in their own life that are lacking? An example of a family level employment need would be: Individuals do not have good paying jobs.

Integral to Agency Mission: Indicate if the identified need aligns with your agency's mission.

Currently Addressing: Indicate if your agency is already addressing the identified need.

Agency Priority: Indicate if the identified need will be addressed either directly or indirectly.

Table 2: Priority Ranking Table

Prioritize all needs identified as an agency priority in Table 1. Insert a row if additional space is needed.

Agency Priorities	Description of programs, services, activities	Indicator(s)/Service(s) Category (CNPI, FNPI, SRV)
1. Help finding good paying jobs	Basic and intensive services for farmworkers	FNPI 1, 2, 3
	Dislocated worker programs	FNPI 1, 2, 3
	Day Labor program for workers to connect with employers for daily work	FNPI 1
	Youth programs to help at risk youth finish school and prepare for the workforce	FNPI 1, 2
	Job placements for adults with disabilities	FNPI 1, 2, 3
2. Vocation training	Provide vocational training for farmworker through our ASET centers or other vocational training	FNPI 2
	Train non-farmworkers through ASET centers	FNPI 2
	Supported employment to prepare adults with disabilities for a job	FNPI 2
3. English proficiency	Provide English proficiency classes for limited-English speakers as part of workforce development and job training activities	FNPI 2, CNPI 2
4. Affordable housing for farmworkers and other low-income individuals	Develop additional affordable housing	CNPI 4

	Maintain existing affordable housing for farmworkers, seniors, and other low-income families	FNPI 4
	Manage affordable housing for other owners	FNPI 4
	Affordable sober-living	FNPI 4
5. Disaster or Emergency Assistance	Dislocated worker jobs programs	FNPI 1
	Supportive services specific to disaster relief	SRV 4, 5
6. Substance use disorder treatment	Continuum of substance abuse treatment including residential care for women, outpatient treatment, and sober-living (also identified in Housing section)	FNPI 4
	Recovery from substance abuse enables better employment, housing, training, health, other opportunities	FNPI 5
7. Supportive services to address immediate needs	Clients enrolled in programs can access supportive services to assist with transportation costs, food costs, childcare costs, etc.	SRV 4, 5
8. Immigration and citizenship services	Provide high quality, affordable immigration services immigrants and their families	FNPI 6
	Enable immigrants to work and access services by maintaining, improving, or resolving their immigration status	FNPI 6

9. Self-reliance among disabled adults	Person-centered care and goal setting	FNPI 5
	Community integration	FNPI 5
	Education & employment training	FNPI 1, 2
	Work & life success	FNPI 5
10. Assist with COVID-19 recovery	Job training & placement	FNPI 1 & 2
	Address distance learning educational disparities of farmworker children	SRV
	Access to relief resources through immigration remedies	FNPI 6
	Substance use disorder treatment	FNPI 4
	Supportive services	SRV 4, 5

Agency Priorities: Rank your agency priorities.

Description of programs, services, activities: Briefly describe the program, services, or activities that your agency will provide to address the need. Identify the number of clients to be served or the number of units offered, including timeframes for each.

Indicator/Service Category (CNPI, FNPI, SRV): List the indicator(s) or service(s) that will be reported in annual report.

Part II: Community Action Plan

CSBG Act Section 676(b)(11)
California Government Code Sections 12745(e), 12747(a)
California Code of Regulations, Title 22, Division 11, Chapter 1, Sections 100651 and 100655

Vision and Mission Statement

1. Provide your agency's Vision Statement.
We Open Doors, Build Strong Communities & Improve Lives

2. Provide your agency's Mission Statement.
A human services organization that creates paths and opportunities for people in need to rise above barriers in their pursuit of better lives

Tripartite Board of Directors

CSBG Act Sections 676B(a); 676(b)(10)
California Code of Regulations, Title 22, Division 11, Chapter 1, Section 100605
State Plan

1. Describe how your Advisory or Governing Board is involved in the decision-making process and participates in the development, planning, implementation and evaluation of programs to serve low-income communities. (CSBG Act Section 676B(a))
☒ No change to the response in your agency's 2020-2021 CAP.   ☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.
2. Describe your agency's procedures under which a low-income individual, community organization, religious organization, or representative of low-income individuals that considers its organization or low-income individuals to be inadequately represented on your agency's board to petition for adequate representation. (CSBG Act Section 676(b)(10), State Plan)
☒ No change to the response in your agency's 2020-2021 CAP.   ☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.
3. Describe your Advisory or Governing Board's policy for filling board vacancies in accordance with established bylaws. Include the recruiting process, democratic selections process for low-income board members, and the timeframe established by your agency to fill vacancies. (State Plan)
☒ No change to the response in your agency's 2020-2021 CAP.   ☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

Service Delivery System

CSBG Act Section 676(b)(3)(A)
State Plan

> 1. Describe your agency's service delivery system. Include a description of your client intake process or system and specify whether services are delivered via direct services or subcontractors, or a combination of both. (CSBG Act Section 676(b)(3)(A), State Plan)

CHD's Service Delivery System is client-focused and based on our Community Needs Assessment. Clients have a voice in the delivery of services through the CNA as well as client feedback mechanisms such as farmworker client meetings and satisfaction surveys. CHD provides services directly and in partnership with other providers as appropriate. For example, in our Immigration and Citizenship program clients who need removal defense are provided with those services in partnership with removal defense attorneys near the detention centers and immigration court. CHD provides the intake, document gathering, and a live office where clients can come to work remotely with defense attorneys. CHD's services both enhance and differ from other providers in that our focus is specifically on farmworkers through the WIOA National Farmworker Jobs and workforce development program. We collaborate with other workforce development programs by providing vocational training for the whole workforce development system, not just our clients. Any WIOA-eligible client can train to become a truck driver or welder, for example.

> 2. List your agency's proposed programs/services/activities that will be funded by CSBG. Include a brief explanation as to why these were chosen and how they relate to the CNA. (CSBG Act Section 676(b)(3)(A), State Plan)

CHD uses CSBG funding to support programs dedicated to reducing poverty by creating pathways for our clients to rise above the barriers in their lives. For some programs, like our Day Labor Services program, this means they are nearly entirely funded by CSBG. For others, it means that CSBG supports the administration and provides program support, leveraging and amplifying the direct funding for those programs receive. All programs that CHD offers have a correlation to the Community Needs Assessment. All programs are also able to provide emergency supportive services through CSBG.

- Program Support and Administration–all CHD programs are supported by the administrative and program support that CSBG enables

- Farmworker Services and Workforce Development–partially supported by CSBG and is supported through program support and administration. This program also provides the most supportive service requests through CSBG. Housing Management and Development–partially supported by CSBG and is supported through program support and administration

- disABILITY Services–mostly supported through program support and administration

• Substance Abuse Treatment–mostly supported through program support and administration

• Immigration and Citizenship–mostly supported through program support and administration

• Day Labor Services–funded mostly by CSBG, including staff salary and other direct program expenses

Linkages and Funding Coordination

CSBG Act Sections 676(b)(1)(B) and (C), (3)(C) and (D), 676(b)(4), (5), (6), and (9)
California Government Code Sections 12747, 12760
Organizational Standards 2.1, 2.4
State Plan

1. Describe how your agency coordinates funding with other providers in your service area. If there is a formalized coalition of social service providers in your service area, list the coalition(s) by name and methods used to coordinate services/funding. (CSBG Act Sections 676(b)(1)(C), 676(b)(3)(C); Organizational Standard 2.1; State Plan)

CHD uses CSBG funding to support programs dedicated to reducing poverty by creating pathways for our clients to rise above the barriers in their lives. For some programs, like our Day Labor Services program, this means they are nearly entirely funded by CSBG. For others, it means that CSBG supports the administration and provides program support, leveraging and amplifying the direct funding for those programs receive. All programs that CHD offers have a correlation to the Community Needs Assessment. All programs are also able to provide emergency supportive services through CSBG.

- Program Support and Administration–all CHD programs are supported by the administrative and program support that CSBG enables

- Farmworker Services and Workforce Development–partially supported by CSBG and is supported through program support and administration. This program also provides the most supportive service requests through CSBG. Housing Management and Development–is partially supported by CSBG and is supported through program support and administration

- disABILITY Services–mostly supported through program support and administration

- Substance Abuse Treatment–mostly supported through program support and administration

- Immigration and Citizenship–mostly supported through program support and administration

- Day Labor Services–funded mostly by CSBG, including staff salary and other direct program expenses.

2. Provide information on any memorandums of understanding and/or service agreements your agency has with other entities regarding coordination of services/funding. (Organizational Standard 2.1, State Plan)

California Human Development works with agencies such as CalWorks, Workforce Innovation and Opportunity Act (WIOA) and WIOA Operators, the Employment Development Department (EDD) and other Community Action Agencies to ensure that our partnerships with like agencies are clearly defined. Our goal is to promote a shared mission by offering needed, non-duplicated services to

low-income, at-risk populations in our service area. CSBG funds are leveraged with $12 million of other public and private resources. Some of the large leveraged resources include: WIOA, Housing (USDA, HUD), Energy, General Fund, EDD, and more.

3. Describe how services are targeted to low-income individuals and families and indicate how staff is involved, i.e. attend community meetings, provide information, make referrals, etc. Include how you ensure that funds are not used to duplicate services. (CSBG Act Section 676(b)(9), California Government Code Section 12760, State Plan)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

4. Describe how your agency will leverage other funding sources and increase programmatic and/or organizational capacity. (California Government Code Section 12747, State Plan)

California Human Development would be significantly impacted by reduced CSBG funding. Our CSBG funding currently supports necessary central administrative and program operations and enhances leveraging in our pursuit of additional program funding. Although a decrease in the support and flexibility of CSBG funding would alter the way we do business, CHD is prepared to make necessary changes. Understanding that additional cuts at both the state and federal levels are possible, we have identified a contingency plan to alter our organizational operations with minimal impact to client services.

• By removing redundancies within our administrative capacity and restructuring our management staff, we are cutting costs without having to make reductions to field staff

• By selectively reducing the total number of staff that we have and investing in more training, education and capacity-building within the remaining staff, we will decrease our overhead while increasing our productivity

• By increasing our fee-for-service contracts, we can offset various losses while continuing to redirect funds to operational costs

• By continuing to leverage CSBG dollars with other funding, we pursue ongoing program improvement and expansion. While we have already begun to reduce our rents and relocate into more affordable spaces, we intend to continue to downsize, consolidate and reassess to reduce overhead and redundancy in our business operations

5. Describe your agency's contingency plan for potential funding reductions. (California Government Code Section 12747, State Plan)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

---

6. Describe how your agency documents the number of volunteers and hours mobilized to support your activities. (Organizational Standard 2.4)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

---

7. Describe how your agency will address the needs of youth in low-income communities through youth development programs and promote increased community coordination and collaboration in meeting the needs of youth. (CSBG Act Section 676(b)(1)(B), State Plan)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

---

8. Describe how your agency will promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs such as the establishment of violence-free zones, youth mediation, youth mentoring, life skills training, job creation, entrepreneurship programs, after after-school child care. (CSBG Act Section 676(b)(1)(B), State Plan)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

---

9. If your agency uses CSBG funding to provide employment and training services, describe the coordination of employment and training activities as defined in Section 3 of the Workforce and Innovation and Opportunity Act [29 U.S.C. 3102]. (CSBG Act Section 676(b)(5), State Plan)

CHD is a National Farmworker Jobs Program grantee under Section 167 of the Workforce and Innovation and Opportunity Act. CHD will continue to offer WIOA career services including basic, individualized training and related assistance to eligible farmworkers and their dependents. The mix of services will depend on individual assessment, informed consumer choice, and local labor market conditions and opportunities. The program will link with CHD's other programs including the

WIOA MSFW 167 housing program. Additionally, CHD provides employment and training activities both through our Day Labor Services program and through our disABIILITY Services division. DisABILITY Services holds a Department of Labor (DOL) 14(c) certificate which allows the program to pay sub-minimum wage to disabled adults who would otherwise be left out of the workforce. In addition to this work, the division also prepares and places clients into community-based work at market wages.

10. Describe how your agency will provide emergency supplies and services, nutritious foods, and related services, as may be necessary, to counteract conditions of starvation and malnutrition among low-income individuals. (CSBG Act Section 676(b)(4), State Plan)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

11. Describe how your agency coordinates with other antipoverty programs in your area, including the emergency energy crisis intervention programs under title XVI (relating to low-income home energy assistance) that are conducted in the community. (CSBG Act Section 676(b)(6), State Plan)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

12. Describe how your agency will use funds to support innovative community and neighborhood-based initiatives, which may include fatherhood and other initiatives, with the goal of strengthening families and encouraging effective parenting. (CSBG Act Section 676(b)(3)(D), State Plan)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

Monitoring

CSBG Act Section 678D(a)(1)(A) and (B)

1. Describe how your agency's monitoring activities are related to establishing and maintaining the integrity of the CSBG program. Include your process for maintaining high standards of program and fiscal performance.

CHD regularly monitors programs and activities through a variety of means. Within each program, performance is monitored regularly to ensure we are meeting our objectives and to correct anything that needs to be corrected. Additionally, program staff and fiscal staff meet monthly for a financial fiscal meeting that includes a review of progress on deliverables as they pertain to financial performance. The Program Committee of the Board of Directors receives and reviews regular reports on programmatic performance and reviews Key Performance Indicators, including client satisfaction, to ensure performance. Funding sources also regularly monitor our programs and outcomes of these are shared with the Board of Directors. Additionally, CHD is both accredited by Commission on Accreditation of Rehabilitation Facilities (CARF) and has successfully passed the CSD Organizational Standards each year, attesting to our ability to monitor and maintain the integrity of our programs.

2. If your agency utilizes subcontractors, please describe your process for monitoring the subcontractors. Include the frequency, type of monitoring, i.e., onsite, desk review, or both, follow-up on corrective action, and issuance of formal monitoring reports.

CHD does not utilize subcontractors.

Data Analysis and Evaluation

CSBG Act Section 676(b)(12)
Organizational Standards 4.2, 4.3

1. Describe your agency's method for evaluating the effectiveness of programs and services. Include information about the types of measurement tools, the data sources and collection procedures, and the frequency of data collection and reporting. (Organizational Standard 4.3)

CHD follows the ROMA cycle. Programs are aligned with CHD's strategic plan, including the Community Action Plan. Annually, programs and services are evaluated by staff and the Board of Directors as part of CHD's strategic planning process. Evaluation methods include reviewing customer satisfaction data, reviewing deliverables and outcomes, and identifying how programs are meeting the needs of the community.

2. Applying the Results Oriented Management and Accountability (ROMA) cycle of assessment, planning, implementation, achievement of results, and evaluation, describe one change your agency made to improve low-income individuals' and families' capacity for self-sufficiency. (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

☒ No change to the response in your agency's 2020-2021 CAP.

☐ Adaptations to the response in your agency's 2020-2021 CAP are described below.

3. Applying the full ROMA cycle, describe one change your agency facilitated to help revitalize the low-income communities in your agency's service area(s). (CSBG Act Section 676(b)(12), Organizational Standard 4.2) (Optional)

Example 1: In CHD's Outpatient Treatment Services program, an admission packet was created and given to all participants which provides Sonoma County resources including: financial assistance, food assistance, housing and homeless services, crisis services, transportation, health care, children and family, and legal assistance resources

Example 2: CHD's Outpatient Treatment Services program began a partnership with Siyan Clinical for Medication-Assisted Treatment (MAT) for our opioid-dependent clients. This program accepts Medi-Cal, a low-income insurance plan and is addressing the opioid epidemic/overdoses in our community. All staff have participated in a Multi-dimensional, evidence-based substance disorder program that supports the Affordable Care Act–making services available to low-income clientele

Example 3: CHD's disABILITY Services program provides employment, educational enrichment, and community integration support for adults with developmental or intellectual disabilities. Due to

the pandemic, the program had to shut down its in-person support, but the program continued to stay connected with program participants. Taking a more holistic approach to support, the staff in our program we had to change and adjust to provide alternative services. We moved our programs into a virtual setting such as online Zoom classes and regular phone correspondence, and delivered individualized monthly care packages with food, educational materials, and other personalized items

Example 4: CHD's Day Labor Centers were significantly impacted by COVID-19. The need for our population to have access to a safe and known place to get tested for COVID was identified. In partnership with our local county public health department, we have been able to provide ongoing COVID testing every Wednesday. Furthermore, food insecurities were identified with our clients at our Fulton site. CHD collaborated with the Redwood Food Bank to have a distribution site at our Fulton location that provides food every first and third Tuesday of each month

Additional Information (Optional)

Disaster Preparedness

1. Does your agency have a disaster plan in place that includes strategies on how to remain operational and continue providing services to low-income individuals and families during and following a disaster?
☐ Yes ☒ No
2. If so, when was the disaster plan last updated?
3. Briefly describe your agency's main strategies to remain operational during and after a disaster.

Agency Capacity Building

1. Although the CNA focused on Community and Family Level needs, if your agency identified Agency Level need(s) during the CNA process, list them here.
N/A
2. Describe the steps your agency is planning to take to address the Agency Level need(s).
N/A

Federal CSBG Programmatic Assurances and Certification

CSBG Act 676(b)

Use of CSBG Funds Supporting Local Activities

676(b)(1)(A): The state will assure "that funds made available through grant or allotment will be used – (A) to support activities that are designed to assist low-income families and individuals, including families and individuals receiving assistance under title IV of the Social Security Act, homeless families and individuals, migrant or seasonal farmworkers, and elderly low-income individuals and families, and a description of how such activities will enable the families and individuals--

  i. to remove obstacles and solve problems that block the achievement of self-sufficiency (particularly for families and individuals who are attempting to transition off a State program carried out underpart A of title IV of the Social Security Act);
  ii. to secure and retain meaningful employment;
  iii. to attain an adequate education with particular attention toward improving literacy skills of the low-income families in the community, which may include family literacy initiatives;
  iv. to make better use of available income;
  v. to obtain and maintain adequate housing and a suitable living environment;
  vi. to obtain emergency assistance through loans, grants, or other means to meet immediate and urgent individual and family needs;
  vii. to achieve greater participation in the affairs of the communities involved, including the development of public and private grassroots
  viii. partnerships with local law enforcement agencies, local housing authorities, private foundations, and other public and private partners to
    –
    I. document best practices based on successful grassroots intervention in urban areas, to develop methodologies for wide-spread replication; and
    II. strengthen and improve relationships with local law enforcement agencies, which may include participation in activities such as neighborhood or community policing efforts;

Needs of Youth

676(b)(1)(B) The state will assure "that funds made available through grant or allotment will be used – (B) to address the needs of youth in low-income communities through youth development programs that support the primary role of the family, give priority to the prevention of youth problems and crime, and promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs that have demonstrated success in preventing or reducing youth crime, such as--

  I. programs for the establishment of violence-free zones that would involve youth development and intervention models (such as models involving youth mediation, youth mentoring, life skills training, job creation, and entrepreneurship programs); and
  II. after-school childcare programs.

Coordination of Other Programs

676(b)(1)(C) The state will assure "that funds made available through grant or allotment will be used – (C) to make more effective use of, and to coordinate with, other programs related to the purposes of this subtitle (including state welfare reform efforts)

Eligible Entity Service Delivery System

676(b)(3)(A) Eligible entities will describe "the service delivery system, for services provided or coordinated with funds made available through grants made under 675C(a), targeted to low-income individuals and families in communities within the state;

Eligible Entity Linkages – Approach to Filling Service Gaps

676(b)(3)(B) Eligible entities will describe "how linkages will be developed to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations."

Coordination of Eligible Entity Allocation 90 Percent Funds with Public/Private Resources

676(b)(3)(C) Eligible entities will describe how funds made available through grants made under 675C(a) will be coordinated with other public and private resources."

Eligible Entity Innovative Community and Neighborhood Initiatives, Including Fatherhood/Parental Responsibility

676(b)(3)(D) Eligible entities will describe "how the local entity will use the funds [made available under 675C(a)] to support innovative community and neighborhood-based initiatives related to the purposes of this subtitle, which may include fatherhood initiatives and other initiatives with the goal of strengthening families and encouraging parenting."

Eligible Entity Emergency Food and Nutrition Services

676(b)(4) An assurance "that eligible entities in the state will provide, on an emergency basis, for the provision of such supplies and services, nutritious foods, and related services, as may be necessary to counteract conditions of starvation and malnutrition among low-income individuals."

State and Eligible Entity Coordination/linkages and Workforce Innovation and Opportunity Act Employment and Training Activities

676(b)(5) An assurance "that the State and eligible entities in the State will coordinate, and establish linkages between, governmental and other social services programs to assure the effective delivery of such services, and [describe] how the State and the eligible entities will coordinate the provision of employment and training activities, as defined in section 3 of the Workforce Innovation and Opportunity Act, in the State and in communities with entities providing activities through statewide and local workforce development systems under such Act."

State Coordination/Linkages and Low-income Home Energy Assistance

676(b)(6) "[A]n assurance that the State will ensure coordination between antipoverty programs in each community in the State, and ensure, where appropriate, that emergency energy crisis intervention programs under title XXVI (relating to low-income home energy assistance) are conducted in such community."

Community Organizations

676(b)(9) An assurance "that the State and eligible entities in the state will, to the maximum extent possible, coordinate programs with and form partnerships with other organizations serving low-income residents of the communities and members of the groups served by the State, including religious organizations, charitable groups, and community organizations."

Eligible Entity Tripartite Board Representation

676(b)(10) "[T]he State will require each eligible entity in the State to establish procedures under which a low-income individual, community organization, or religious organization, or representative of low-income individuals that considers its organization, or low-income individuals, to be inadequately represented on the board (or other mechanism) of the eligible entity to petition for adequate representation."

Eligible Entity Community Action Plans and Community Needs Assessments

676(b)(11) "[A]n assurance that the State will secure from each eligible entity in the State, as a condition to receipt of funding by the entity through a community service block grant made under this subtitle for a program, a community action plan (which shall be submitted to the Secretary, at the request of the Secretary, with the State Plan) that includes a community needs assessment for the community serviced, which may be coordinated with the community needs assessment conducted for other programs."

State and Eligible Entity Performance Measurement: ROMA or Alternate System

676(b)(12) "[A]n assurance that the State and all eligible entities in the State will, not later than fiscal year 2001, participate in the Results Oriented Management and Accountability System, another performance measure system for which the Secretary facilitated development pursuant to section 678E(b), or an alternative system for measuring performance and results that meets the requirements of that section, and [describe] outcome measures to be used to measure eligible entity performance in promoting self-sufficiency, family stability, and community revitalization."

Fiscal Controls, Audits, and Withholding

678D(a)(1)(B) An assurance that cost and accounting standards of the Office of Management and Budget (OMB) are maintained.

☐   **By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying that the agency meets the assurances set out above.**

State Assurances and Certification

California Government Code Sections 12747(a), 12760, 12768

California Government Code § 12747(a): Community action plans shall provide for the contingency of reduced federal funding.

California Government Code § 12760: CSBG agencies funded under this article shall coordinate their plans and activities with other agencies funded under Articles 7 (commencing with Section 12765) and 8 (commencing with Section 12770) that serve any part of their communities, so that funds are not used to duplicate particular services to the same beneficiaries and plans and policies affecting all grantees under this chapter are shaped, to the extent possible, so as to be equitable and beneficial to all community agencies and the populations they serve.

For MSFW Agencies Only

California Government Code § 12768: Migrant and Seasonal Farmworker (MSFW) entities funded by the department shall coordinate their plans and activities with other agencies funded by the department to avoid duplication of services and to maximize services for all eligible beneficiaries.

☐ **By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying the agency meets assurances set out above.**

Organizational Standards

MAXIMUM FEASIBLE PARTICIPATION

Category One: Consumer Input and Involvement

Standard 1.1 The organization/department demonstrates low-income individuals' participation in its activities.

Standard 1.2 The organization/department analyzes information collected directly from low-income individuals as part of the community assessment.

Category Two: Community Engagement

Standard 2.1 The organization/department has documented or demonstrated partnerships across the community, for specifically identified purposes; partnerships include other anti-poverty organizations in the area.

Standard 2.2 The organization/department utilizes information gathered from key sectors of the community in assessing needs and resources, during the community assessment process or other times. These sectors would include at minimum: community-based organizations, faith-based organizations, private sector, public sector, and educational institutions.

Standard 2.4 The organization/department documents the number of volunteers and hours mobilized in support of its activities.

Category Three: Community Assessment

Private Agency - Standard 3.1 Organization conducted a community assessment and issued a report within the past 3 years.

Public Agency - Standard 3.1 The department conducted or was engaged in a community assessment and issued a report within the past 3-year period, if no other report exists.

Standard 3.2 As part of the community assessment, the organization/department collects and includes current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for their service area(s).

Standard 3.3 The organization/department collects and analyzes both qualitative and quantitative data on its geographic service area(s) in the community assessment.

Standard 3.4 The community assessment includes key findings on the causes and conditions of poverty and the needs of the communities assessed.

Standard 3.5 The governing board or tripartite board/advisory body formally accepts the completed community assessment.

VISION AND DIRECTION

Category Four: Organizational Leadership

Private Agency - Standard 4.1 The governing board has reviewed the organization's mission statement within the past 5 years and assured that:

1. The mission addresses poverty; and
2. The organization's programs and services are in alignment with the mission.

Public Agency - Standard 4.1 The tripartite board/advisory body has reviewed the department's mission statement within the past 5 years and assured that:

1. The mission addresses poverty; and
2. The CSBG programs and services are in alignment with the mission.

Standard 4.2 The organization's/department's Community Action Plan is outcome-based, anti-poverty focused, and ties directly to the community assessment.

Standard 4.3 The organization's/department's Community Action Plan and strategic plan document the continuous use of the full Results Oriented Management and Accountability (ROMA) cycle or comparable system (assessment, planning, implementation, achievement of results, and evaluation). In addition, the organization documents having used the services of a ROMA-certified trainer (or equivalent) to assist in implementation.

Category Six: Strategic Planning

Standard 6.4 Customer satisfaction data and customer input, collected as part of the community assessment, is included in the strategic planning process, or comparable planning process.

Appendices

Please complete the table below by entering the title of the document and its assigned appendix letter. Agencies must provide a copy of the Notice(s) of Public Hearing and the Low-Income Testimony and the Agency's Response document as appendices A and B, respectively. Other appendices such as need assessment surveys, maps, graphs, executive summaries, analytical summaries are encouraged. All appendices should be labeled as an appendix (e.g., Appendix A: Copy of the Notice of Public Hearing) and submitted with the CAP.

Document Title	Appendix Location
Copy of the Notice(s) of Public Hearing	A
Low-Income Testimony and Agency's Response	B
CHD Client Needs Assessment Survey	C
CHD Stakeholder Needs Assessment Survey	D
Works Cited	E

Appendix A: Copy of the Notice(s) of Public Hearing

Appendix B: Low-Income Testimony and Agency's Response

Appendix C: CHD Client Needs Assessment Survey

Appendix D: CHD Stakeholder Needs Assessment Survey

Appendix E: Works Cited

Ag Innovations Network. (2014, April). *Shelter & Mobility: Recommendations for California's Specialty Crop Ag Workforce.* Retrieved from Ag Innovations Network: http://www.aginnovations.org/uploads/result/1431289498-2b360c44dd55bbb03/WHTP_%20Shelter_and_Mobility%20report.pdf

American Community Survey. (2021, March 8th). *Poverty Status if the last 12 months*. Retrieved from 2019: ACS 1-Year Estimates Subject Table: https://data.census.gov/cedsci/table?q=S1701&g=0500000US06007,06013,06017,06023,06033,06041,06045,06055,06057,06061,06067,06077,06089,06095,06097,06101,06103,06113,06115&tid=ACSST1Y2019.S1701&hidePreview=true

Anderson, A. (2014, August). *Poverty Is a Problem We Can Address*. Retrieved from California Budget & Policy Center: https://calbudgetcenter.org/blog/poverty-is-a-problem-we-can-address/

Anderson, A. (2015, June). *Five Facts Everyone Should Know About Deep Poverty.* Retrieved from California Budget & Policy Center: https://calbudgetcenter.org/wp-content/uploads/Five-Facts-Everyone-Should-Know-About-Deep-Poverty_Issue-Brief_06.05.2015.pdf

Bade, B., Ramirez, S., & Saxton, D. I. (2021). *COFS Phase Two Preliminary Report.* Retrieved from COVID-19 Farmworker Study: http://covid19farmworkerstudy.org/survey/wp-content/uploads/2021/02/COFS-PHASE-TWO-PRELIMINARY-REPORT-Final.pdf

Baldassare, M., Bonner, D., Dykman, A., & Ward, R. (2019, March). *PPIC Statewide Survey: Californians & Their Government.* Retrieved from Public Policy Institute of California: https://www.ppic.org/wp-content/uploads/ppic-statewide-survey-californians-and-their-government-march-2019.pdf

Baldassare, M., Bonner, D., Dykman, A., & Ward, R. (2019, April). *PPIC Statewide Survey: Californians and Education.* Retrieved from Public Policy Institute of California: https://www.ppic.org/wp-content/uploads/ppic-statewide-survey-californians-and-education-april-2019.pdf

California Department of Health Care Services. (2012, July). *Fact Sheet: Women in Treatment.* Retrieved from California Department of Health Care Services: https://www.dhcs.ca.gov/provgovpart/Documents/OARA/OARA%20Reports%20and%20Fact%20Sheets/WomenInTreatment.pdf

California Department of Health Care Services. (2015, Fall). *Health Disparities in the Medi-Cal Population: Fact Sheets.* Retrieved from California Department of Health Care Services: https://www.dhcs.ca.gov/dataandstats/reports/Pages/DisparitiesFactSheets.aspx

California Department of Housing and Community Development. (2018, February). *California's Housing Future: Challenges and Opportunities.* Retrieved from California Department of Housing and Community Development: http://www.hcd.ca.gov/policy-research/plans-reports/docs/SHA_Final_Combined.pdf

Carroll, D. (2017). California Crop Worker Characteristics: Preliminary 2015-2016 Findings from the National Agricultural Workers Survey. *Farm Labor Issues Conference, UC Davis.* Davis, CA: U.S. Department of Labor Employment & Training Administration.

Catholic Charities of California, Inc. (2019, January). *Poverty Data By County within Diocese in California, January 2019 Edition.* Retrieved from Catholic Charities of California: https://catholiccharitiesca.org/wp-content/uploads/2019/02/2019-January-California-Poverty-Data-by-Diocese-1-30-19.pdf

Chalise, N., Davis, D. P., Grover, M., Gutkowski, V., Kaufmann, D., & Leone de Nie, K. (October 2020). *Perspectives from Main Street: The Impact of COVID-19 on Low-to Moderate-Income Communities and the Entities Serving Them.* The Federal Reserve System.

Feeding America. (2021). *At First Glace: Hunger Health Equity Spotlight on Latinos.* Feeding America.

Feeding America. (2021). *The Impact of the Coronavirus on Food Insecurity in 2020 & 2021.* Feeding America.

Hernandez, T., & Gabbard, S. (2018). *Findings from the National Agricultural Workers Survey (NAWS) 2015-2016: A Demographic and Employment Profile of United States Farmworkers.* U.S. Department of Labor, Employment and Training Administration.

Lewis, K., & Burd-Sharps, S. (2014, December 9). *A Portrait of California 2014-2015.* Retrieved from Measure Of America of the Social Science Research Council: http://ssrc-static.s3.amazonaws.com/wp-content/uploads/2014/12/A-Portrait-of-California_vF.pdf

Polcin, D. L., Korcha, R., Bond, J., & Galloway, G. (2011, March 15). *What Did We Learn from Our Study on Sober Living Houses and Where Do We Go from Here?* Retrieved from US National Library of Medicine National Institutes of Health: https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3057870/

Public Health Alliance of Sourthern California. (2021, March 9). *California Healthy Places Index*. Retrieved from The California Healthy Places Index (HPI): https://map.healthyplacesindex.org/

Rose, A. (2019, March). *Low-Income Students Face Considerable Unmet Financial Need at the California State University (CSU).* Retrieved from California Budget & Policy Center: https://calbudgetcenter.org/wp-content/uploads/2019/03/Data-Hit_Low-Income-Students-Face-Considerable-Unmet-Financial-Need-at-the-California-State-University.png

Schumacher, K. (2015, April). *Even CalWORKs and CalFresh Food Assistance Combined Fails to Lift Families Out of Poverty*. Retrieved from California Budget & Policy Center: https://calbudgetcenter.org/resources/even-calworks-and-calfresh-food-assistance-combined-fails-to-lift-families-out-of-poverty/

Wimer, C., Mattingly, M., Kimberlin, S., Fisher, J., Danielson, C., & Bohn, S. (2018, July). *California Poverty Measure: 2.1 Million Californians in Deep Poverty.* Retrieved from Stanford Center on Poverty & Inequality: https://inequality.stanford.edu/sites/default/files/california_poverty_measure_2016.pdf