

2020 Annual Report

A Year of Transformation



CALIFORNIA HUMAN DEVELOPMENT

CREATING OPPORTUNITIES TO END POVERTY

(707) 523-1155 | www.CaliforniaHumanDevelopment.org | 3315 Airway Drive, Santa Rosa, CA 95403

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CHD DIRECTORY

Butte County

Workforce Development & Farmworker Services

1249 Mangrove Ave, Chico, CA 95926
Phone: 916-371-8220 x 1051

Colusa County

Workforce Development & Farmworker Services

144 & 146 Market St., Colusa, CA 95932
Phone: 530-458-0326

Contra Costa County

Workforce Development & Farmworker Services

929 2nd St., Brentwood, CA 94513
Phone: 925-634-2565 x 1047

Glenn County

Workforce Development & Farmworker Services

451 S. Villa Ave., Willows, CA 95988
Phone: 530-329-5038

Lake County

Aytch Plaza

4440 Cruickshank Road, Kelseyville, CA 95451
Phone: (707) 963-7496

Farmworker Services

55 First St., Box M, Lakeport, CA 95453
916-371-8220 x 4335

Mendocino County

Workforce Development & Farmworker Services

2550 N State St., Suite 3, Ukiah, CA 95482
Phone: 707-467-5959

Immigration and Citizenship

1000 Hensley Creek Rd., Ukiah, CA 95482

Napa County

Workforce Development & Farmworker Services

2751 Napa Valley Corporate Dr., Building A, Napa CA 94558
Phone: 707-253-4648

Mondavi Farmworker Housing Center

5589 Silverado Trail, Napa, CA 94558
Phone: 707-495-3335

Calistoga Farmworker Housing Center

3996 Helena Highway, Calistoga, CA 94515
Phone: 707-321-4961

Napa County (Continued)

River Ranch Farmworker Housing Center

1109 Silverado Trail St. Helena CA 94574
Phone: 707-963-7496

Sacramento County

Workforce Development & Farmworker Services

1000 C Street, Suite 100, Galt, CA 95632
Phone: 209-744-7702

San Joaquin County

Anthony Soto Employment Training Center

2895 Teepee Dr., Stockton, CA 95205
Phone: 916-371-8220

Workforce Development & Farmworker Services

631 East Oak St., Lodi, CA 95240
Phone: 209-331-2081

Immigration & Citizenship

631 East Oak St. Lodi CA 95240
Phone: 707-331-2081

Shasta County

Workforce Development & Farmworker Services

1325 Pine St. Redding CA 96001
Phone: 530-225-2157

Solano County

Workforce Development & Farmworker Services

459 Marvin Way, Dixon, CA 95620
Phone: 916-371-8220

Affordable Housing

Parkway Plaza

188 East Alaska Ave, Fairfield, CA 94533
Phone: 707-435-3440

Sonoma County

Anthony Soto Employment Training Center

3315 Airway Dr., Santa Rosa, CA 95403
Phone: 707-523-1155

Fulton Day Labor Center

1200 River Road Fulton CA 95439
Phone: 707-328-9793

Healdsburg Day Labor Center

405 Grove Street, Healdsburg, CA 95448
Phone: 707-433-6652

Sonoma County (continued)

Affordable Housing

Ortiz Plaza

5360 Old Redwood Highway, Santa Rosa, CA 95403

Phone: 707-293-9720

disABILITY Services

1020 Center Dr., Santa Rosa, CA 95403
Phone: 707-523-1155

Immigration & Citizenship

3315 Airway Dr., Santa Rosa, CA 95403
Phone: 707-523-1155

Athena House at Stonehouse

3555 Sonoma Highway Santa Rosa, CA 95409
Phone: 707-526-3150

Outpatient Services

3315 Airway Dr., Santa Rosa, CA 95403
Phone: 707-523-1155

Yolo County

Workforce Development & Farmworker Services

1280 Santa Anita Court, Suite 190, Woodland, CA 95776
Phone: 916-371-8220

Anthony Soto Employment Training Center

1280 Santa Anita Court, Suite 190, Woodland, CA 95776
Phone: 916-371-8220 x 1037

Woodland

117 West Main Street, Suite 1B, CA 95776
Phone: 916-371-8220

Yuba County

Workforce Development & Farmworker Services

201 D Street, Suite Q, Marysville, CA 95901
Phone: 530-723-3591

Affordable Housing

Mahal Plaza

1719 Franklin Rd, Yuba City, CA 95993
Phone: 530-671-6810

A Message from CHD's Leadership

We are in the business of change at California Human Development (CHD). For over 50 years, CHD has been engaged on the front lines of the War on Poverty helping farmworkers and other people of low income, from many walks of life, overcome barriers and find paths to achieve their version of the American Dream.

We directly assist over 25,000 people in 31 northern California counties with workforce development and farmworker services, affordable housing, immigration and citizenship, substance recovery services, day labor services, and disability services. This is a large service footprint. However, we are acutely aware that there are many additional people who could use an opportunity. We strive to be increasingly creative and innovative in our approach to assist those who need it most.

We are asking people to do the really hard work of transforming themselves and their families, with the desired result being something much more challenging...uplifting our communities. We believe in each of our client's potential. They have many personal gifts—intelligence, courage, strength, determination, and fortitude. In seeking to create better lives for themselves, our clients enrich the community with their gifts. The world becomes a better place for all.

In supporting our clients transform their own lives, we have learned that we must change individually and as an organization to more effectively serve our community. We must adopt new technologies, develop new models of instruction and learning, improvise new financing strategies for affordable housing, nurture new partnerships, and commit to a new spirit of transformation in how we think about issues, opportunities, and human potential.

We are in the business of change at CHD. Change for better opportunities. Change for better lives. Change for a brighter future. At the beginning and end of each day, we exist to serve people who dream of a better life. It is the American Dream

With respect and humility,

MIGUEL MEJIA

EMILA AGUILAR

THOMAS STUEBNER

CHD 21' Board Chair CHD 20' Board Chair Chief Executive Officer

TRANSFORMATION

2020 was a year of change, opportunity, surprise, and resilience. At California Human Development, we recognize that although it was a turbulent year with so much happening in our society and in our organization, it was also a year of transformation.

Throughout the pandemic, wildfires, and political climate, CHD has remained an essential service for many individuals seeking opportunities, support, and hope.

The past year allowed for an opportunity to reflect on our past, assess our present, and plan for our future. We must highlight and display the rich history of CHD to ensure its core tenets guide our evolution as an organization.

Transformation is a thorough change in form. Our transformation has involved reinvigorating and rededicating ourselves to our mission, vision, and purpose. California Human Development is looking toward our future and identifying ways we can innovatively lead the War on Poverty.



The 2020 Annual Report is dedicated to our history, our accomplishments, our resilience, but most importantly to the individuals who have changed their lives and achieved new dreams.

NOW LET US SHARE OUR STORY OF TRANSFORMATION WITH YOU!

WHERE WE BEGAN



An early meeting during the founding days of CHD

George Ortiz grew up in East Los Angeles as an exceptional athlete. He attended Fresno State University on a track scholarship, earned a degree in Social Science, and began working as a social worker in Sonoma County. Ortiz became an influential leader in promoting equity for Mexican-Americans and immigrants in the North Bay and throughout California.

Jerry Cox started his career as a priest and became the Assistant Director of the Hanna Boys Center in Sonoma Valley. He eventually also served as the chancellor of the Diocese of Santa Rosa, where he became active in local Spanish-speaking communities. Cox was the only bilingual priest in the diocese, which stretched to Oregon.

Louis Flores was born to parents who worked in the Bay Area shipyards. He served in the Navy, attended Fresno State University, and became an electrical engineer and an attorney. As Flores found success, he kept sight of his roots. He felt strongly about social justice for Latinos. He remained close to his fraternity brother George Ortiz, who carried similar passions.

Aurelio Hurtado was a Mexican immigrant working at a Napa winery when he attended a speech by Cesar Chavez. Hurtado became enthralled by Chavez's quest to advocate for farmworkers. Back at work, he told anyone who would listen about the changes underway to improve the conditions for farmworkers.

Inspired to serve California's farmworkers during the Civil Rights Era, the shared vision to uplift this community brought these four men together. By 1967, the men had formed a grassroots alliance and created a nonprofit social service agency, initially known as the North Bay Human Development Corporation, and known today as California Human Development (CHD). The efforts of CHD's founding fathers George Ortiz, Jerry Cox, Louis Flores, and Aurelio Hurtado continue today through the services offered by CHD. Our organization proudly supports over 25,000 people a year in 31 northern California counties, offering clients a hand up to pursue their American Dream.

This dedicated group wanted to create opportunities for those who struggled most in our community, supporting them to secure education, training, jobs, and improved social conditions to live with independence and human dignity.

Today, CHD is comprised of multiple divisions: Affordable Housing, Day Labor Services, disABILITY Services, Immigration & Citizenship, Workforce Development & Farmworker Services, and Substance Recovery Services, each guided by the central goal of helping people in our communities.



Louis Flores, George Ortiz, Aurelio Hurtado, with Candido Morales

WHO WE ARE



MISSION

We are a human services organization that creates paths and opportunities for people in need to rise above barriers in their pursuit of better lives.

VISION

We open doors, build strong communities, and improve lives.

VALUES

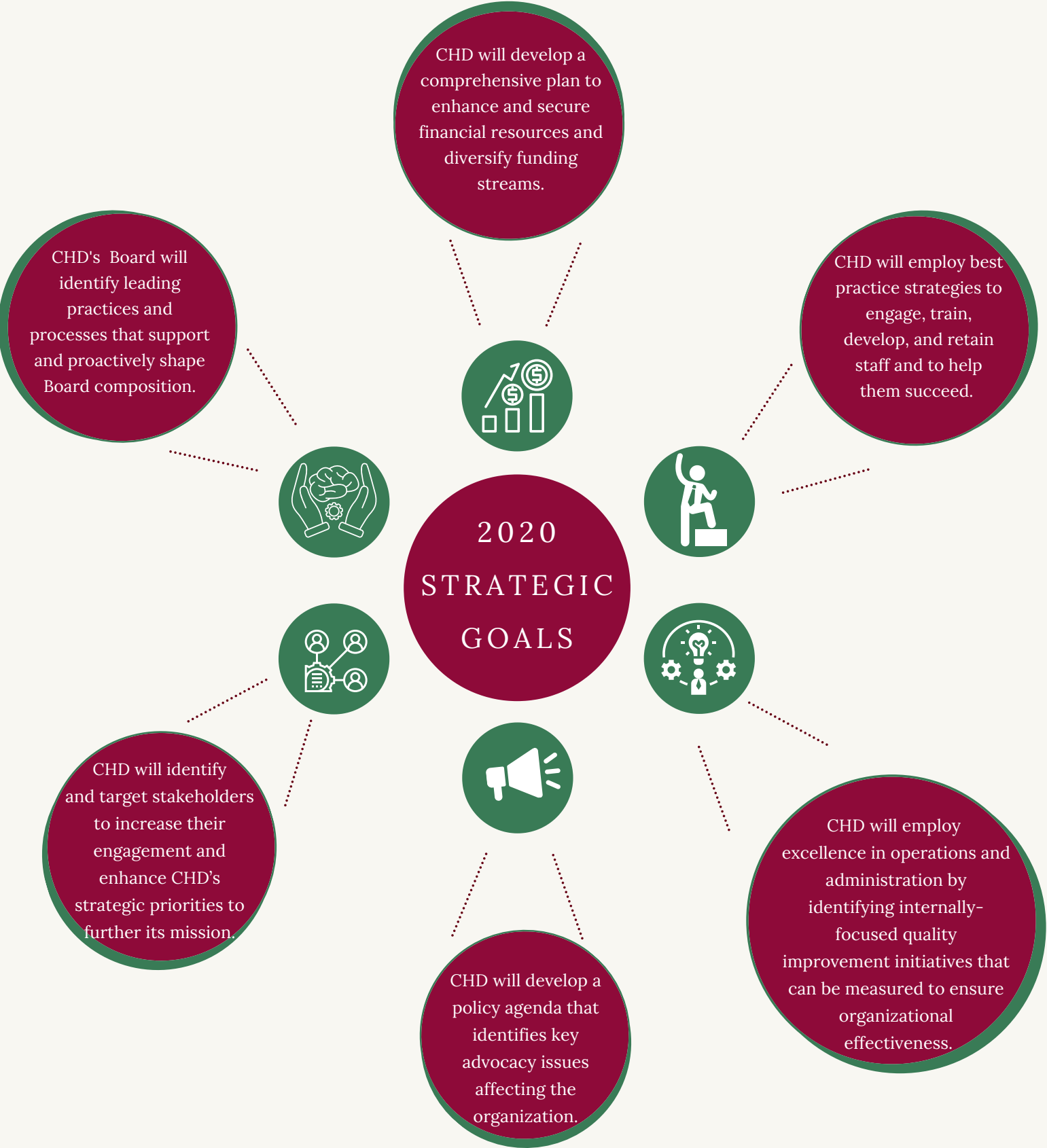
At California Human Development, we believe in:

- Service with Respect
- Service with Integrity
- Service with Honesty
- Service with Humility



STRATEGIC GOALS

Similar to our mission statement, strategic goals act as a guide for CHD. Strategic planning is important to ensure the longevity and sustainability of our services. These were CHD's strategic goals in 2020.



MISSION & GOALS

DIVISON CONTRIBUTIONS TO STRATEGIC GOALS

Affordable Housing

Because of the growing need for the Affordable Housing Division's services, CHD devised strategies to offer affordable housing to an increased number of people. We did this through the development of additional housing, known as Ortiz Plaza I, and with the new development of Ortiz Plaza II. By forming partnerships with primary developers, we were able to secure more services for the community.

Immigration & Citizenship

Our partners and stakeholders worked together to meet the demand for Immigration & Citizenship services due to the significant need across CHD's service areas. We offered assistance with DACA cases, adjustment of statuses, citizenship applications, family petitions, green card renewals, and U Visas to aid individuals in their journey to U.S. citizenship.

Substance Recovery Services

Substance Recovery Services creatively structured services in ways that improved organizational effectiveness in the context of the pandemic. The quick development of quarantine and safety processes for in-person treatment demonstrated the program's commitment to excellence in operations and administration.

disABILITY Services

In developing curriculum, the division focused on identifying key stakeholders to engage within our community. disABILITY Services developed a Zoom Career Speaker series centered around clients' specific career interests. Additionally, the program reestablished relationships with key partners, such as the Department of Rehabilitation, thus deepening connections to stakeholders.

Day Labor Services

Day Labor Services ensured organizational effectiveness throughout the pandemic. Day Labor Services employed strategies to prepare and train staff by developing comprehensive role descriptions. During the year, the team focused on forming standard operating procedures to structurally strengthen the program.

Workforce Development & Farmworker Services

Throughout 2020, this division was heavily involved in developing a policy agenda centered around key advocacy issues. In January, the division director traveled to Washington D.C. to speak to legislators and advocate for increasing the program's capacity through government support.

what a year...

PANDEMIC RESPONSE

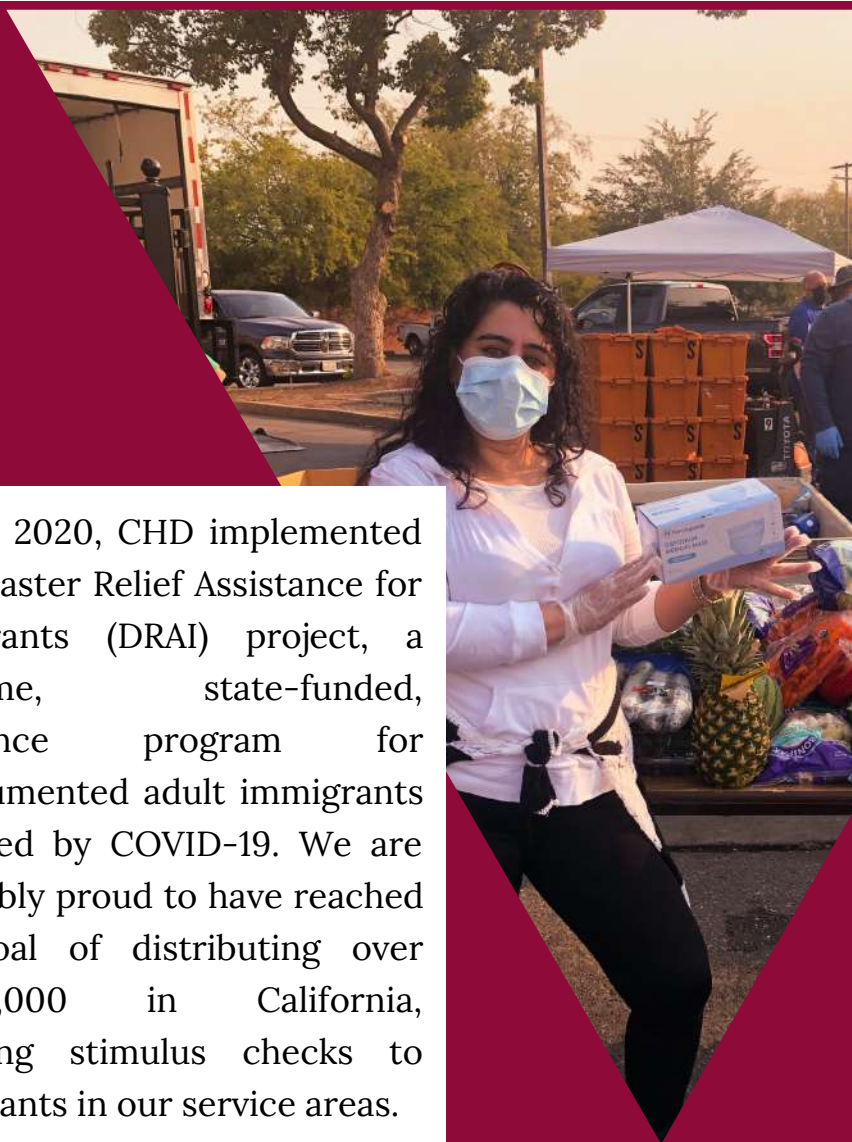
Not even a global pandemic could halt California Human Development's efforts in 2020.

The past year taught CHD how to lead and motivate a team during times of crisis. 2020 equipped us with resilience, and showed us new ways to adapt and progress. As we pivoted and adjusted our operations to adhere to safety guidelines, we continually committed ourselves to meet ever-changing community needs.

ALL of CHD's original services remained available in 2020, whether virtually or at reduced capacity. In times of crisis and uncertainty, it is important to have a community to lean on for support--that is what CHD continued to provide.

In May 2020, CHD implemented the Disaster Relief Assistance for Immigrants (DRAI) project, a one-time, state-funded, assistance program for undocumented adult immigrants impacted by COVID-19. We are incredibly proud to have reached our goal of distributing over \$5,000,000 in California, including stimulus checks to immigrants in our service areas.

The DRAI project is just one example of how we stayed committed to our mission during the thralls of the pandemic. **In the following division spotlights, we will highlight how each division reimaged and adapted its services in the wake of COVID-19.**





WORKFORCE DEVELOPMENT & FARMWORKER SERVICES

The farmworker population suffered disproportionately from 2020's many disasters--not only were farmworkers greatly impacted by the pandemic's health and work disruptions, but they also experienced job displacement from devastating wildfires.

In 2020, the division luckily had only a small number of people affected by COVID-19, and kept most of the offices and services open throughout the year. Whether through telephone calls or outside appointments, programs and training steadily continued, and we were able to serve every person who asked for assistance. An increase in funding gave us the opportunity to increase our reach while adhering to safety guidelines.

As natural disasters become more common, the division's Natural Disaster Recovery Programs grow increasingly vital. Eric, an electrician whose job was compromised by seasonal wildfires, used the program to get himself back on his feet.

"After the fires, a lot of people were at a standstill. Reconstruction hadn't started... and everybody who was displaced from their job was looking for work. I found myself in poverty,"

Now placed with Forest Restoration at Skyline Wilderness Park, Eric has increased his financial security. In 2020, through the help of our program, Eric remained stable and employed.

WORKFORCE DEVELOPMENT & FARMWORKER SERVICES HIGHLIGHTS



221

people placed into jobs through
the National Farmworker Jobs
Program, earning an annual
average of

\$30,000

302

people placed into natural
disaster recovery programs
where they earned an annual
average of

\$16,000

820

people provided with
additional support services
averaging

\$300

Workforce Development & Farmworker Services provides training and employment services. Our training program offers courses in building construction, welding, truck driving, and a multi-craft core curriculum. Along with education, we also offer assistance with childcare, housing, and class fees. Our Employment Services field offices provide resources for steady employment, child care and living assistance, at-risk youth guidance, life-skill workshops, work experience, and disaster relief.



DIVISION SPOTLIGHT

AFFORDABLE HOUSING

California Human Development is dedicated to providing safe, quality, and affordable housing for people with low income. The Affordable Housing division gives farmworker families, senior citizens, people with disabilities, and others of low income a place to call home. Farmworker housing is available at Mahal Plaza in Yuba City, Aytch Plaza in Lake County, Ortiz Plaza in Santa Rosa, and Farmworker Housing Centers in Napa. These residents have access to many supportive services and wellness activities. Additionally, a senior living community is offered at the Parkway Plaza in Fairfield.

When the world was forced to stay at home, the Affordable Housing division stepped up to ensure all residents were safe, healthy, and comfortable. Because farm laborers and the elderly are two of the most vulnerable populations to COVID-19 exposure, this task proved profoundly challenging. With assistance from local community foundations and grants, the division was able to maintain virtual residency services, contactless food delivery, health education classes, and increased safety and sanitation measures.

The need for individual resident services increased greatly over the course of the year. The Resident Service Coordinator provided support and resources by processing applications for state assistance programs, utility assistance, telehealth appointments, and educational updates for residents at Parkway Plaza.

Another accomplishment for this division was continuing the development of the Ortiz II project, a housing complex in the works for farmworker families.

“Affordable housing is very important for people working in agriculture, because as everyone knows, it’s not very well paid...but it’s really the backbone of our country. To have a place that’s affordable for agriculture workers benefits not just the ag workers, but the whole state.”

-Max, Resident of Ortiz Plaza & CHD Board Member

AFFORDABLE HOUSING HIGHLIGHTS

In 2020, CHD received nearly \$3,000,000 in subsidies, about \$900,000 of which went to our Farmworker Housing Centers. Our affordable housing residents paid only 30% of their adjusted gross income for their rent.

**Solano
Community Foundation's**
Emergency Response Grant
provided

\$5,500

to help purchase PPE, emergency
essentials for residents, and tablets
to help our seniors at Parkway
Plaza stay
virtually connected.

**Choice in Aging:
Prevention and Early
Access for Seniors Program**

provided all interested
residents with tablets and Wi-Fi access in
order to join daily online health and wellness
classes. Subjects included
Nutrition, Exercise, and Mental Health.

Classes are ongoing, and we continue to
prioritize
keeping our residents engaged
from the safety of
their homes.

**Contra Costa &
Solano Food Bank**

continued to provide 3
monthly food distributions to
Parkway Plaza residents. Throughout
2020, staff unloaded, packaged, and
delivered
boxes of food to
every resident's door.

**Fairfield
Community Foundation**

provided over

\$12,000

in hot meals purchased from local
restaurants twice a month from May
to December 2020.

IMMIGRATION & CITIZENSHIP

The Immigration & Citizenship Division of CHD began offering services to the community in the late 1990s. Since then, the program has evolved to provide a broad range of immigration services such as DACA services, adjustment of statuses, citizenship applications, family petitions, Green Card renewals, and U Visas to help alleviate financial barriers and hardships when on the path to U.S. citizenship.

Many clients seeking services are low income, second language learners who cannot afford to pay attorneys to prepare their cases. A unique aspect of our program is that each staff member has their own personal journey as an immigrant or child of immigrant parents. This empathy for the hardships clients face creates a relationship of trust and respect. In many instances, client fees are paid through grants that allow staff to handle additional cases each year.

For a division based almost entirely on personal relationships, it was not an easy year. As the team shifted to working from home, they developed creative solutions to ensure their clients still received proper service. Instead of the regular in-person interactions, the division created a checklist of forms and documents to complete ahead of time, and assisted clients virtually or over the phone to minimize risk of COVID-19 exposure.

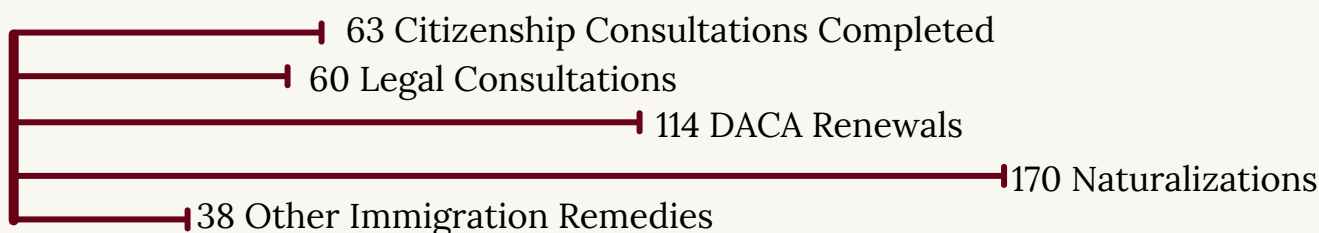
In a year of struggle on all fronts, the program has paved the way towards citizenship for many in our community. We are honored to serve and help clients to be empowered as they make a better future for themselves and their family.



IMMIGRATION & CITIZENSHIP HIGHLIGHTS

Immigration Support Services (ISS)

Grant Funds allowed for...



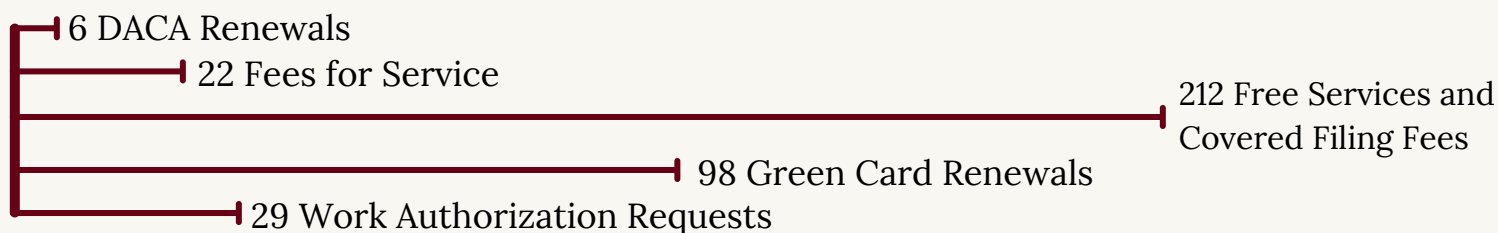
... and citizenship education for 1,300 individuals!

“CHD helped inform me that there was a way to help me pay for my DACA papers. It was information that I was really interested in because it’s pretty expensive, especially when you’re going to college, to pay for DACA.”

- Jesus, Student at Mendocino College, helped with DACA by CHD



DACA Legal Services Funds allowed for...



MISTAKES
ARE
OPPORTUNITIES
TO
LEARN!

SUBSTANCE RECOVERY SERVICES

Substance Recovery Services (SRS) formed as an umbrella division for three separate programs: Outpatient Services, Sober Living Homes, and Residential Treatment (Athena House at Stonehouse). Over the past 40 years, the division has seen countless property changes, program fluctuations, and financial stressors. Needless to say, the division's team is accustomed to juggling many challenges at once, a skill that became vitally important when the pandemic hit.

Substance Recovery Services offers proven pathways to recovery for individuals struggling with addiction and substance abuse, a service that experienced increased demand as stress-related substance use increased in 2020. SRS saw this firsthand, especially for those early in treatment. The lack of access to in-person support groups led to a spike in relapses and overdoses. SRS had to shift their focus from treatment towards harm reduction, doing all they could to meet their clients where they were.

Athena House staff were amazed at the resiliency and unity demonstrated by their clients, despite the adverse circumstances.

Through it all, the team remained committed to community health and safety throughout the pandemic. Outpatient Treatment counselors were committed to meeting clients seeking services in person, using the safest social protocols known at the time. The staff were flexible with fluctuating procedures, and always eager to learn new techniques and strategies to maximize their impact. In 2020, 53 individuals successfully completed residential treatment and 14 individuals successfully completed aftercare.

**For many of their clients,
the pandemic became a
manifestation of their
illness. But much like the
SRS team, the clients
proved resilient.**

SUBSTANCE RECOVERY SERVICES HIGHLIGHTS

ATHENA HOUSE

7500 bed nights provided through the funding from the County of Sonoma's Behavioral Health Department

1254 bed nights provided through our partnerships with Sober Circle and private individuals

957 bed nights provided to women who were pregnant or with children

140 women served in total

Hope Village

44 women &

14 children

provided with clean and sober affordable housing

Outpatient Services

482

people served

"CHD gives women the chance to get the life skills to rebuild their lives. It gives them the tools to cope with their addiction and learn a new way of life that maybe they've never had before."

- Didi, Former Athena House Client

DIVISION SPOTLIGHT

disABILITY SERVICES



Similar to Substance Recovery Services, disABILITY Services formed as an amalgam of separate programs. Today, each piece of the program works together to respond to the needs of the individuals we support through employment services, educational enrichment, and community outings.

In February 2020, disABILITY Services underwent two major changes: new leadership and the restructuring of programs to comply with person-centered approaches mandated by Home & Community Based Services (HCBS) legislation. A third and unprecedented change occurred a few weeks later when the team found themselves working to keep the program afloat amidst a global pandemic. Over the course of the year, the team adapted curriculum, adjusted services, and modified infrastructure to advance towards programmatic goals.

COVID-19 prompted disABILITY Services to modify the structure of its day-to-day operations. The program continued to provide in-person job coaching to those working as essential workers in the community. However, as day programs became virtual, we provided multiple daily classes online at 80-85% capacity. Innovative virtual courses, such as the Career Exploration Series, received public acclaim, as disABILITY Services successfully delivered impactful programming despite the limitations of the stay-at-home order. The program also offered various remote services to clients who typically participated in site-based programming, including the delivery of programming supplies and frequent phone correspondence. Closed doors in 2020 did not slow the work of this division.

In an ironic twist, the pandemic actually led the division towards the goal of becoming more person-centered--as we prepare to reopen for in-person services, the smaller cohorts will lead services to cater to the needs of every individual.

As we enter the new phase of services, we continue to see the common themes of resilience and transformation in individuals and employees.



disABILITY SERVICES HIGHLIGHTS

**In 2020, the funding for
disABILITY Services allowed us to...**

Provide day
services for

75

adults with
intellectual
and/or
developmental
disabilities

Provide roughly

300

hours of
educational
classes before
COVID and over
850 hours of Zoom
classes during
COVID-19

Provide roughly

1500

hours of Job
Coaching to adults
with intellectual
and developmental
disabilities

Help

10

adults with
developmental
disabilities
navigate
unemployment
benefits and a
return to work

***"Every day it feels good to come to work and see my friends... my
supervisors here help me accomplish my goals."***

- Jesus, client of disABILITY Services

DAY LABOR SERVICES

CHD's Day Labor Services (DLS) provide a safe and dignified place where day laborers can meet with employers for an honest day's work at fair pay. For a program reliant on interactions between clientele and laborers, the sudden halt to in-person interactions as a result of COVID-19 proved incredibly disruptive--**but the community was built on resilience and dedication.**

The pandemic challenged conventional strategies for finding work and fair wages. With a small team managing both the Healdsburg and Fulton sites, our Day Labor Services team was initially spread thin as we came up with creative solutions to manage the effects of health protocols. We transitioned to daily sign-ins, mobile operations, and outdoor-only dispatches. This initially put a strain on the day laborers who were not used to such restrictions, but they demonstrated flexibility as time passed.



Even when we were forced to close our Fulton location, our Day Labor Services program remained dedicated to the health and safety of the workforce. When information regarding symptoms, testing, and vaccines was lost in translation to workers, Day Labor Services stepped up. In partnership with organizations such as St. Joseph's Health Medical Group, Graton Day Labor Center, Alliance Medical Center, Corazon Healdsburg, and city and county leadership, Day Labor Services worked to offer reliable information and opportunities regarding COVID-19. Day Labor Services provided testing, vaccinations, and PPE to clients over the course of the year. Additionally, in collaboration with the Redwood Empire Food Bank, the program created a comprehensive food distribution program in Fulton. Through community collaboration, innovation, and persistence, the DLS team remained committed to the health and livelihood of the population we serve.



DAY LABOR SERVICES HIGHLIGHTS

***445 clients were placed in jobs
over the course of 2020***

2020 COVID-19 Sonoma Community Foundation Impact Grants Program

allotted \$25,000 to provide weekly education, PPE, and food for day laborers and their families. The program served approximately 280 people directly, and approximately 1000 people indirectly.

CLIENT SUCCESS IN THE PANDEMIC

Francisco, a long time worker at our Healdsburg Day Labor Center, used the resources offered by DLS to navigate the pandemic. Given his older age, he was worried about his health, so he frequently utilized the testing opportunities at our center. This ensured that he, his family, and his employers were safe. When the time came, he obtained trustworthy information about the vaccines and personal protection measures. Once he was sure he wanted to receive the vaccine, DLS connected him with a local medical center to book an appointment. This set an example for his fellow workers, and soon many folks at Day Labor Services reached out to get vaccinated. With the DLS's support, Francisco and his family successfully endured the pandemic.



DIVERSITY, EQUITY, & INCLUSION AT CHD



In our mission to open doors, build strong communities and improve lives, California Human Development understands the pivotal role that a robustly diverse organization plays in achieving organizational and community goals. Our strength comes from the diverse population that we hire and serve. We celebrate all the qualities and attributes that make us unique, and we firmly believe in the power of an inclusive community, where we can create a sense of belonging for everyone and provide a basis for social justice. Through our efforts, we drive toward diversity, equity, inclusion, belonging, and social justice by engaging in continuous improvement and addressing any barriers arising from bias, discrimination, racism, and organizational structures that support such attitudes and actions.

Diversity, equity, and inclusion are engrained in the culture of CHD. We will continue to foster an inclusive environment by committing to:

- Embracing and deriving value from the variety of views that a diverse organization and individuals bring to achieve inclusive excellence in all that we do.
- Educating our personnel to be social justice advocates by creating programs that reflect the diversity of our communities and elevate cultural awareness.
- Regularly assessing hiring practices and performance review processes to attract, retain, and develop talented employees from diverse backgrounds.
- Addressing disparities in areas such as Board of Directors representation, community impact, and retention.
- Partnering with other organizations serving marginalized and underserved individuals, or extending opportunity to disadvantaged members of the community.

CHD's commitment to diversity, equity, and inclusion will be reflected in the following expectations and actions:

- Members of CHD management are committed to building and sustaining an equitable and inclusive work environment where cultural diversity is celebrated and valued. Those involved in the hiring process will practice and advocate for diversity, equity, and inclusion practices in the recruiting process.
- The CHD Board of Directors and all employees of the organization work to recognize, incorporate, and value diversity as opportunities to gain valuable insights from one another and to learn from each other's experiences and global ideas.
- CHD promotes open dialogue, active listening, and the incorporation of ideas from employees to establish inclusion as an organizational landmark.
- Advance equity and social justice at CHD and improve equity and justice on a global scale.

A Special Thank You

The following organizations were close partners and valued supporters of our overall goals in 2020.

Alliance for Workforce Development, Inc.

Association of Farmworker Opportunity Programs

Butte County Regional Occupational Program

California Department of Community Services and Development

California Department of Developmental Services

California Disability Services Association

California Department of Social Services

California Labor and Workforce Development Agency

California Regional Petaluma Adult Education

California Rural Legal Assistance

California State University Sacramento

California Tobacco Control Program

Carpenters Training Committee

Center for Employment Training

Central Valley Opportunity Centers Inc.

Chamber of Commerce

City of Stockton - Major's Office

Colusa County Office of Education

Community Foundation Sonoma County

Community Services and Development Department

Contra Costa County Workforce Development Board

East Bay Works

El Dorado Workforce Development Board

Elk Grove Adult and Community Education

A handwritten "Thank You" in red ink, written in a cursive style.

If we have failed to name any of our benefactors, our apologies are as heartfelt as our thanks for the help.

A Special Thank You

The following organizations were close partners and valued supporters of our overall goals in 2020.

Employer's Training Resource
Employment and Training Panel
Employment Development Department
Glenn County Regional Occupational Program
Golden Sierra Workforce Development Board
Grow West
Hispanic Chamber of Commerce
Humboldt County Workforce Development Board
Job Link
Job Training Center-Workforce Solutions
La Cooperativa Campensia de California
Medtronic
Mendocino County Office of Education Regional Occupational Program
Mendocino Private Industry Council
Monditor Advocate Office
Mother Lode Job Connection
Napa Valley Adult Education
North Bay Regional Center
North Central Counties Consortium
North State Building Industry Foundation
Northern Rural Training and Employment Consortium
Oroville Adult Education Career and Technical Center
Proteus Inc.
Sacramento County
Sacramento Employment and Training Agency

A handwritten note in red ink that says "Thank you" in a cursive script.

If we have failed to name any of our benefactors, our apologies are as heartfelt as our thanks for the help.

A Special Thank You

The following organizations were close partners and valued supporters of our overall goals in 2020.

Santa Rosa Junior College
San Joaquin County
San Joaquin Delta College
San Joaquin Housing Authority
San Joaquin Public Health Services
San Joaquin Worknet
SMART Business Resource Center
Solano Adult School
Solano Community Foundation
Solano County
Solano County Workforce Development Board
Solano Employment Connection
Solano Junior College
Sonoma County
Sonoma County Vintners Foundation
Sonoma County Workforce Development Board
Stockton Unified School District
Truck Driving Academy
Union Local 442
United States Department of Labor
United States Probation & Pretrial Services
University of Pacific
Valley Plastics
Workforce Alliance of the North Bay
Yolo County Office of Education
Yolo County Workforce Development Board

A handwritten "Thank You" in red ink, written in a cursive style, positioned to the right of the list of organizations.

If we have failed to name any of our benefactors, our apologies are as heartfelt as our thanks for the help.

We would like to thank the generous individual donors who helped CHD achieve our mission of opening doors, building strong communities, and improving lives through their financial contributions. We couldn't do it without your support.

Emila **Aguilar**
Maximilliano **Aguilar**
Hannah **Bennet**
Mary **Biggs**
Hector **Brambila**
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Luis **Sanchez**
Tony **Silva**
Thomas **Stuebner**
Marcy **Swenson**
Justin **Tripp**
Edgar Garcia **Vargas**
Barry **Wineroth**

A large, stylized handwritten signature in blue ink that reads "Thank You". The "T" is very large and loops around the "hank", and the "You" is written in a cursive style.

If we have failed to name any of our benefactors, our apologies are as heartfelt as our thanks for the help.

2021



LOOKING FORWARD

As we move our way through 2021 and bring all that we have learned from the past year with us, our commitment to our core values and community support remains unwavering in the face of new and unexpected challenges.

As the pandemic shifts and changes, so do we. Already in 2021, we have altered our services to provide support to additional communities in new ways. Through funding secured by the 2020 CARES Act, we have implemented programs to support additional housing and utility assistance, summer and after-school programs for local students, increased immigration aid, and a variety of other services in line with our mission.

Since Parkway Plaza Residents were among the first people to receive their COVID-19 vaccines in January, CHD has been on the forefront of vaccination efforts and pandemic response for our most vulnerable populations.

FINAL WORDS...

In nature, an organism thrives amidst turmoil through adaptation and evolution. This year, CHD has evolved into a stronger, more efficient, and more impactful organization. We know that this year's adaptations reflect a state of constant transformation to be ready to take on whatever challenges and opportunities come next.



GET INVOLVED

DONATE

When you donate to our organization and our programs, you are supporting our commitment to helping empower those people disproportionately affected by systemic inequity. Scan the code for specific ways to donate to an individual program or our organization as a whole.



VOLUNTEER

If you believe in the possibilities of human potential and supporting individuals in realizing their dreams through support, please join us. We have rich volunteer opportunities and are always looking for kind-hearted individuals to support the work we do. Scan the code to fill out a form.



CaliforniaHumanDevelopment.org/getinvolved/

Acknowledgements

2020 Annual Report Credits

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