



Office of the City Manager

CONSENT CALENDAR
December 2, 2025

To: Honorable Mayor and Members of the City Council
From: Paul Buddenhagen, City Manager
Submitted by: Rex Brown, Diversity, Equity, and Inclusion Officer
Subject: Acceptance of Grant Funds and Contract: Healthy Black Families – Equity 4 Black Berkeley (E4BB) Transition

RECOMMENDATION

Adopt a Resolution:

1. Accepting \$90,000 in grant funds from the San Francisco Foundation to support the Equity 4 Black Berkeley (E4BB) initiative; and
2. Authorizing the City Manager, or designee, to execute a contract and any amendments with Healthy Black Families (HBF) for an amount not to exceed \$90,000 to provide technical assistance, fiscal sponsorship, and organizational development services to support the establishment of an independent nonprofit organization to carry forward the work of Equity 4 Black Berkeley.

FISCAL IMPACTS OF RECOMMENDATION

The \$90,000 grant from the San Francisco Foundation will be deposited into a special revenue fund established for this purpose and appropriated to the City Manager's Office for expenditure. No General Fund resources are required.

CURRENT SITUATION AND ITS EFFECTS

The City of Berkeley partnered with the San Francisco Foundation (SFF) and Healthy Black Families (HBF) to advance Equity 4 Black Berkeley (E4BB) — a community-driven initiative addressing the historic and ongoing impacts of segregation, redlining, and displacement of Black residents.

Healthy Black Families (HBF) was identified as the lead community partner based on its established nonprofit governance structure, administrative capacity to manage grants, and its direct role in convening the E4BB community leadership group. HBF has also been integral to sustaining E4BB's programming and partnerships during its transition from City incubation to independent governance. Contracting with HBF ensures continuity, fiscal accountability, and the community's active leadership in the initiative's next phase.

E4BB builds on prior work to implement Berkeley’s Right to Return and Affordable Housing Preference Policy, expanding the City’s commitment to equitable housing access, community stability, and generational wealth repair.

To ensure sustainability beyond City incubation, SFF has awarded a \$90,000 grant to support the transition of E4BB into an independent, community-governed nonprofit entity. Under this agreement, the City will serve as fiscal intermediary, contracting directly with HBF to provide organizational development, fiscal sponsorship, and technical assistance necessary for establishing the independent nonprofit. HBF may engage specialized consultants to provide technical assistance – such as legal incorporation support, organizational design, and capacity-building – but will remain the primary implementing entity responsible for contract performance, deliverables, and reporting. While HBF will lead the on-the-ground implementation, the City Manager’s Office will oversee contract performance, review deliverables and invoices. The City Manager’s Office will maintain administrative control of the contract, including the right to request modifications, pause disbursements, or reject deliverables not aligned with City expectations. In addition, quarterly check-ins will continue with the City of Berkeley and the San Francisco Foundation to review progress, share updates, and support overall accountability.

Together, the City, HBF, and SFF will collaborate to ensure the transition of E4BB into a community-governed organization that reflects shared accountability, fiscal transparency, and measurable progress toward equity outcomes.

BACKGROUND

The Equity 4 Black Berkeley initiative originated in the Mayor’s Office and transitioned to the City Manager’s Office to align with the City’s broader equity infrastructure.

Since its inception, E4BB has supported community engagement around the City’s Right to Return and Affordable Housing Preference policy, convened a community leadership group representing displaced Black residents, and partnered with the San Francisco Foundation to define the governance and capacity-building roadmap now moving into implementation. These foundational efforts established trust, visibility, and the structure that the current grant will build upon.

Healthy Black Families—a 501(c)(3) nonprofit with deep community roots—has served as the project anchor and fiscal sponsor for E4BB during its development phase. The E4BB leadership group will be re-engaged during the next phase to help guide implementation planning and ensure accountability to community-defined goals. This next stage, funded through SFF’s \$90,000 grant, focuses on capacity building, governance, and the creation of a legally incorporated nonprofit capable of stewarding E4BB’s mission and programs independently. Planning and alignment with City equity frameworks ensures that the emerging nonprofit is structured to complement, rather than duplicate, existing City equity initiatives and accountability systems. This step

helps establish a durable foundation for independent governance that remains strategically connected to City priorities.

The project's scope includes:

- Phase 1: Planning and alignment with City equity frameworks.
- Phase 2: Legal formation and governance structure.
- Phase 3: Administrative systems and capacity building.
- Phase 4: Transition and independent launch.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental impacts or opportunities associated with this action.

RATIONALE FOR RECOMMENDATION

Accepting the grant and contracting with HBF will ensure that Equity 4 Black Berkeley transitions from City incubation to a sustainable, community-led structure. This approach leverages HBF's community trust, administrative capacity, and established governance systems to manage the project effectively while the new E4BB entity is developed.

This action also advances the City's equity commitments in a fiscally and operationally responsible manner. Accepting these funds now solidifies the City's leadership in supporting Black-led community governance.

ALTERNATIVE ACTIONS CONSIDERED

Not accepting the grant or delaying execution would stall momentum and risk loss of external funding support from SFF.

CONTACT PERSON

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Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

ACCEPTANCE OF GRANT FUNDS AND CONTRACT: HEALTHY BLACK FAMILIES –
EQUITY 4 BLACK BERKELEY TRANSITION

WHEREAS, the San Francisco Foundation (SFF) has awarded a \$90,000 grant to the City of Berkeley to be administered through a contract with Healthy Black Families (HBF), the designated community partner for the Equity 4 Black Berkeley (E4BB) initiative; and

WHEREAS, the E4BB initiative advances Berkeley's Right to Return and Affordable Housing Preference Policy, addressing historic racial inequities in housing, displacement, and economic opportunity; and

WHEREAS, Healthy Black Families (HBF), a local 501(c)(3) nonprofit, has been designated as the fiscal sponsor and contractor responsible for carrying out the work plan, including capacity building, governance development, and organizational formation; and

WHEREAS, the City Manager's Office will oversee the contract and ensure compliance with grant requirements in coordination with SFF; and

WHEREAS, the contract will include monthly progress reports and quarterly coordination meetings to ensure transparency and accountability; and

WHEREAS, acceptance of these grant funds will have no impact on the City's General Fund.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City hereby accepts \$90,000 in grant funds from the San Francisco Foundation and authorizes the City Manager or his designee to execute a contract and any amendments with Healthy Black Families, in an amount not to exceed \$90,000, to implement the Equity 4 Black Berkeley Transition Project, through June 30, 2026.