



## Human Welfare and Community Action Commission

### AGENDA

Wednesday, October 16, 2024

6:00 PM

2180 Milvia Street  
Berkeley, CA 94704

#### **Preliminary Matters**

1. Roll Call
2. Agenda Approval
3. Public Comment

#### **Update/Action Items**

*The Commission may take action related to any subject listed on the agenda, except where noted.*

#### **Berkeley Community Action Agency Board Business**

1. Approve minutes from the 9/18/2024 Regular Meeting (Attachment A) – All
2. Community Services Block Grant Training – Staff (Attachment B)
3. Discussion and possible action on a draft revised strategic plan and Council item for the HWCAC (Attachment C) – Commissioner Behm-Steinberg
4. Discussion and possible action on a Council item regarding the City of Berkeley Single Audit for the year ended June 30, 2023 (Attachment D)– All
5. Review City of Berkeley funded agency Program and Financial reports (Attachment E) – Staff
  - a. Through The Looking Glass program and financial reports

#### **Other Discussion Items**

6. Review latest City Council meeting agenda
7. Announcements
8. Future Agenda Items

#### **Adjournment**

#### **Attachments**

- A. Draft Minutes of the 9/18/2024 Meeting
- B. CSBG Training
- C. Draft revised work plan for the HWCAC
- D. City of Berkeley 2023 Single Audit Draft Council items

E. Program and financial reports from Through The Looking Glass

Review City Council Meeting Agenda at City Clerk Dept. or  
<http://www.cityofberkeley.info/citycouncil>

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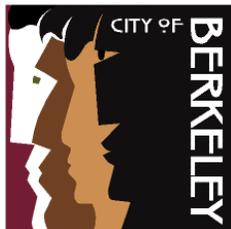
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**Secretary:**

Mary-Claire Katz  
Health, Housing & Community Services Department  
510-981-5414  
[mkatz@berkeleyca.gov](mailto:mkatz@berkeleyca.gov)

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Human Welfare and Community Action Commission  
Mary-Claire Katz, Secretary  
2180 Milvia Street, 2<sup>nd</sup> Floor  
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## Human Welfare and Community Action Commission

### DRAFT MINUTES

Wednesday, September 18,  
2024 6:00 PM  
2180 Milvia Street  
Berkeley, CA 94704

#### **Preliminary Matters**

1. Roll Call  
Present: Behm-Steinberg, Bohn, Gaona, Huchting, Lara Cruz, Lippman, Sol  
Absent: None.  
Quorum: 4 (Attended: 7)  
Staff Present: Mary-Claire Katz, Kat Larrowe.  
Public Present: None.
2. Agenda Approval  
No changes.
3. Public Comment: None.

#### **Update/Action Items**

***The Commission may take action related to any subject listed on the agenda, except where noted.***

#### **Berkeley Community Action Agency Board Business**

1. Approve minutes from the 7/31/2024 Regular Meeting (Attachment A) – All  
**Action:** M/S/C (Lippman/Lara Cruz) to approve the minutes from the 7/31/24 regular meeting.  
**Vote:** Ayes –Behm-Steinberg, Bohn, Gaona, Huchting, Lara Cruz, Lippman, Sol. Noes – None; Abstain – None; Absent – None.
2. Discussion and possible action regarding Community Services Block Grant 2025 funding– Staff  
**Action:** M/S/C (Lara Cruz/Sol) to approve recommend that Council accept the 2025 Community Services Block Grant.  
**Vote:** Ayes –Behm-Steinberg, Bohn, Gaona, Huchting, Lara Cruz, Lippman, Sol. Noes – None; Abstain – None; Absent – None.
3. Discussion and possible action on a draft revised strategic plan and Council item for the HWCAC (Attachment B) – Commissioner Behm-Steinberg  
**No action taken.**
4. City of Berkeley Single Audit for the year ended June 30, 2023 (Attachment C)– All  
**No action taken.**
5. Review City of Berkeley funded agency Program and Financial reports (Attachment D) – Staff

- a. Family Violence Law Center - Domestic Violence & Homeless Prevention (DVHP) program and financial reports  
**No action taken.**

### Other Discussion Items

6. Review latest City Council meeting agenda  
**No action taken.**
7. Announcements  
**No action taken.**
8. Future Agenda Items  
**No action taken.**

### Adjournment

**Action:** M/S/C (Lara Cruz/Gaona) to adjourn at 7:47 PM.

**Vote:** Ayes –Behm-Steinberg, Bohn, Gaona, Huchting, Lara Cruz, Lippman, Sol. Noes –None; Abstain – None; Absent – None.

### Attachments

- A. Draft Minutes of the 7/31/2024 Meeting  
 B. Draft revised work plan for the HWCAC  
 C. City of Berkeley 2023 Single Audit  
 D. Program and financial reports from Family Violence Law Center

Review City Council Meeting Agenda at City Clerk Dept. or  
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#### **Secretary:**

Mary-Claire Katz  
 Health, Housing & Community Services Department

#### **Mailing Address:**

Human Welfare and Community Action Commission  
 Mary-Claire Katz, Secretary

*Draft Minutes – HWCAC*  
*September 18, 2024*  
Page 3 of 3

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HWCAC Strategic Plan Draft

INFORMATION CALENDAR

October 18, 2024

To: Honorable Mayor and Members of the City Council  
From: Human Welfare and Community Action Commission (HWCAC)  
Submitted by: Mary Behm-Steinberg, Chair, Human Welfare and Community Action Commission  
Subject: HWCAC 2025-2030 Work Plan

INTRODUCTION

The Human Welfare and Community Action Commission has been reconstituted under new rules as of July 9, 2024. Under these rules, when fully staffed, our tripartite board is now made up of three equal parts: three low-income representatives; three appointees; and three private sector appointees.

CURRENT SITUATION AND ITS EFFECTS

Currently, poverty programs geared towards the unhoused community are poorly coordinated through the CES (Coordinated Entry System), which is housed in Oakland. People with lived experience and volunteers alike have found that incorrect information is often given out from the Hub, and clients are left without resources. Even when connected to available resources, programs often don't perform as contracted, and there have been considerable gaps in the continuum of care, access to available services, and an acceptable level of oversight.

**Commented [MOU1]:** I don't disagree with this but it seems confined only to homelessness.

BACKGROUND

In 2016, Council adopted direction to Commissions to submit a work plan annually. The City of Berkeley is a Community Action Agency (CAA) and receives Community Services Block Grant funds (CSBG) to support anti-poverty programs. CSBG funds are part of the federal Department of Health and Human Services budget and are passed through the State of California's Community Services and Development Department to local CAAs, who are overseen by CalCAPA (California Community Action Partnership Association).

The HWCAC acts as the Board of the BCAA and is required to have a strategic plan. The HWCAC was out of compliance with state regulations for several years in terms of maintaining membership in its required board membership, particularly low-income representatives, and in partnership with CalCAPA, the City of Berkeley was able to rewrite its mandate, including reducing the number of required representatives and changing the requirement for participation as a low-income representative from an outdated geographical requirement to one based on income, as extremely low income people now reside throughout the City. The new legislation passed on July 9, 2024.

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In the past several years, some members have noticed problems with certain contracted agencies, as well as some of the mandates laid out for them. As we as a Commission are uniquely suited to evaluate programs and strategies by the presence of multiple low-income members (including some who have lived on the streets); people with extensive business experience; and people with extensive experience working in the public sector, we are well-suited to call attention to lapses and gaps in service and make well-coordinated recommendations. As such, we seek to unite the voices of these communities to strengthen anti-poverty and inclusionary programs from the ground up, ensuring that Berkeley can become the example it seeks to become in a **substantially** meaningful way.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no environmental sustainability or climate impacts associated with the adoption of this work plan.

POSSIBLE FUTURE ACTION

The HWCAC will review the work plan annually and revise the plan as appropriate.

FISCAL IMPACTS OF POSSIBLE FUTURE ACTION

There are no fiscal impacts in accepting this work plan

CONTACT PERSON

Mary-Claire Katz, Associate Management Analyst, HHCS, 981-5414

Attachments: 1: HWCAC 2018-2023 Strategic Plan

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2018-2023~~2025-2027~~ STRATEGIC PLAN

**Vision**

It ~~is~~ is our intention to fully integrate Commission business in a holistic manner. Our legally mandated responsibility is to review grants made from CSBG funds, as well as Measure E funds. It is our intention to take a more active role in these reviews, as we are unique in among Berkeley commissions in our ability to:

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**Commented [MOU2]:** This is not explained. I would explain, merge it with the third sentence, or delete.

Mary, I feel that points 1 and 2 are repetitive. I have proposed a new approach that I hope is cleaner. Please consider my A & B as a replacement for your 1 & 2 below. You will have to check my work for accuracy of legal requirements, etc.

A. Review the performance of grantees and proposals to Council from different perspectives reflecting the tripartite nature of the commission. The grants we review are primarily for the extremely low income and/or disabled communities. Federal regulations require the voice of low-income people in selecting and overseeing programs that benefit the, particularly Community Service Block Grants. Yet both policy development and oversight often lack adequate attention to practical application.

**Commented [MOU3]:** I don't see a definition of the three perspectives.

B. We intend to review the aims of awarded grants, as well as the actual outcomes produced by those grants, by bringing in the lived experience of our low-income commissioners, many of whom are also community volunteers in the areas we are tasked with working on. As this body serves as an advisory council for all matters relating to human welfare of the most vulnerable members of the community, we seek to unite the expertise of our members with extensive background in study and work experience in the field with the lived experience of those who are or have been program clients.

This mix of experiences and skills, in which a third of the members are low-income representatives and another third are private sector representatives, is unique among Berkeley city commissions. It will enable the commission to evaluate programs and proposals, aided by policy professionals, to produce analysis based on both social science and a lived, practical experience.

1. Review the performance of grantees and proposals to Council from three different perspectives. As the grants we review are primarily for the extremely low income and/or disabled communities, we intend to review the aims of awarded grants with actual outcomes by bringing in the lived experience of our low-income commissioners, ~~and~~ many of whom are also community volunteers in the areas we are tasked with working on. As this body serves as an advisory council for all matters relating to human welfare ~~and specializes in reviewing programs focused on~~ of the most vulnerable members of the community, we seek to unite the expertise of our members with extensive background in ~~theoretical~~ studies and work experience in the field, with the lived experience of those who are or have been clients.

**Commented [MOU4]:** I don't see a definition of the three perspectives.

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2. Once we have identified which aspects of funded programming aren't working for our clients, we are in a unique position to make well-informed recommendations from a variety of perspectives. There are currently no other City commissions that mandate that a third of their members are low-income representatives and another third are private sector representatives. ~~This puts us in an unparalleled position. This mix of experiences and skills enable the commission~~ to evaluate programs and proposals, aided by policy professionals who can take this essential new data which is so often missing from policy that is too often based on theory without adequate attention to practical application.
3. We believe that this more holistic approach to policy will result in groundbreaking changes to what can be a misguided approach to policy which is too often tied to a dysfunctional status quo, and that this is what will make Berkeley a true example for other cities

An essential component of this vision involves evaluating current City policies and pending plans to ensure diversity, equity, and inclusion through synthesizing the input of commissioners representing three essential groups enumerated above. The current make-up of the commission has several commissioners with experience that overlaps the state- and federally-mandated makeup of a community action commission, which is considered especially valuable.

Often, City policy focuses on fixing a given problem in isolation from other essential problems and unconsidered factors (such as disability), resulting in unintended consequences. The HWCAC ~~is sees itself as~~ a body that can take ~~the a~~ broader view in its recommendations, focusing on areas covered by the grants we review but also considering issues that impact them, such as how increasing density can lead to delayed emergency response times. As the City is changing at an unprecedented rate, we are focusing on our methodology and, in the interest of nimble responses to unforeseen issues, will give a general overview of the areas of coverage which City code defines as "... concerned with community-wide and group interests rather than with needs of individual residents and embraces such areas, among others, as special needs of the family, children, youth and the aged, and the way in which people live and work together. (Ord. 7902-NS § 1, 2024):"

- a. Poverty and homelessness
- b. Health and safety, including access to basic medical care
- c. Disability and aging
- d. Ecology and food security (as in community garden allotments)
- e. Housing and density
- f. Transportation
- g. Childcare
- h. Any activity which may enhance the lives of or protect threatened communities from predatory behavior, including but not limited to banking services; fraud prevention; job and educational training opportunities; and detox programs.

What makes this Commission unique is that it takes a more global-holistic view than that of other commissions specialized on a single issue. As such, collaboration with those commissions to incorporate their work on specific issues with ours, which seeks to ensure that the interests of

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**Commented [MOU5]:** This passage assumes a prior reference to identifying non-working aspects.

**Commented [MOU6]:** I don't know what this means.

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target communities are not lost in plans which ~~haven't necessarily~~may not have adequately considered local needs or the input of intended clients.

### **Mission and Methodology**

Provide City Council with recommendations to support a fully integrated system of community services and policies that enhance and provide equity to those residents who are less likely to be equitably served by the status quo. Recognizing that these needs will shift as problems are addressed and unforeseen problems arise, we are providing a general outline of what we hope to accomplish, with a list of some of the City's current needs and the means of addressing them equitably.

1. The legally mandated portion of our mission is to oversee Community Service Block Grants (CSBG) and Measure E funds. As such, we continue reviewing progress reports from grantees, and welcoming the input of those with lived experience with these programs.

~~A.~~ To address gaps in the continuum of care and ~~unserved or underserved~~ needs in funded programs, we seek to establish an independent citywide ombudsperson or office ~~beyond-similar to~~ that which was established for Harriet Tubman Senior Apartments. In the meantime, we will do what we can to investigate and make recommendations based on our findings.

2. Using our combined education, worked experience, and lived experience, crafting policy recommendations to fill gaps in service to the community
  - A. As at least a third of our members are users of some of these programs, this provides an entrée into analysis of effectiveness of various actions, as well as an opening for clients to make suggestions for improvements. We encourage our members to bring others they know or work with in the community for public comment, so that we can more effectively evaluate a range of experiences.
  - B. Our private members then have the opportunity to suggest ways in which the private community may be able to help, as well as to provide perspectives on the effects current programming has on them.
  - C. Appointed members have considerable experience, either lived, professional, or both with non-profit and public programming and will be essential in determining best practices to more closely align the theoretical aspects of planning with the practical aspects outlined by the previous two groups.
  - D. As many commissioners overlap between these groups, we see the diverse input outlined above as a mechanism to more closely align fiscal outlay with stated goals, and seek to provide sound analysis of what has or has not worked, both here and elsewhere, as a means of nimbly addressing shortcomings and modifying courses of action until optimal results are achieved.

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**Commented [MOU7]:** It might be appropriate to say we will consider this. It is a plan we have not agreed to and this Plan might not be the place to debate it out.

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To that end, we seek to work with representatives of other, more specialized commissions; city employees tasked with executing plans laid out by Council; and representatives of non-profit agencies granted funding through the RFP process. This will inform our future grant recommendations.

E. We ~~reserve will collaborate~~ ~~the right to meet jointly~~ with other commissions, ~~as mutually agreed~~, to pass recommendations of mutual interest, as well as to ~~send individual members~~ ~~establish liaisons~~ from the HWCAC to represent positions taken by the commission as a whole, or to outline any conflicts within the commission on a given topic in order to better coordinate recommendations and action.

**Commented [MOU8]:** "Reserve the right" is not the appropriate language. That's not a right that we have. It can put us in conflict with stated commission protocol.

**Commented [MOU9]:** I don't understand the intent here

F. Commission members may elect to attend board meetings from funded NGOs to represent concerns brought to our attention by underserved clients. The HWCAC may vote to allow the commissioner to represent the commission as a whole, or may speak as an individual. Reports of said visits are encouraged to be agendized to further inform actions of the HWCAC.

**Commented [MOU10]:** This could be dicey. Review rules about commissioners representing to outside bodies. Would they be repping the commission? It seems like it, or it would not be stated in this document. Needs more discussion. Same with G.

G. Commissioners are encouraged to attend meetings held by target populations and their allies, or to circulate more informally to gain a better understanding of community needs and feedback on community issues.

H. Members are encouraged to keep abreast of what Council is doing on the current topics of discussion, as found in the agenda.

**Commented [MOU11]:** What is found in the agenda?

I. Work with community members, staff, other commissions, and funded agencies to develop metrics for success and review them on an annual basis.

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## HWCAC Strategic Plan Draft

## INFORMATION CALENDAR

October 18, 2024

To: Honorable Mayor and Members of the City Council  
From: Human Welfare and Community Action Commission (HWCAC)  
Submitted by: Mary Behm-Steinberg, Chair, Human Welfare and Community Action Commission  
Subject: Audits and ADA Compliance

## INTRODUCTION

The City of Berkeley has been struggling with compliance with the ADA, to the point that it isn't even a consideration in many larger projects. The ADA transition plan has been slow to non-existent, and yet, millions of dollars in funding require ADA compliance, resulting in unsafe situations for a large number of residents, especially but not exclusively the unhoused population, which is disproportionately made up of BIPOC and female-identifying people.

In 2019, EveryOne Home estimated that 42 percent of the 8,000 people who are homeless at any given time in Alameda County have a disability. The numbers were even higher in Berkeley, which is a mecca for the disabled due to its role in the birth of the disability-rights movement. Some 68 percent of the 2,000 people who annually experience homelessness in Berkeley are disabled, according to a city report. Analysis conducted for the report concluded that having a disability of any kind increased the likelihood that someone would remain homeless by 733 percent.<sup>1</sup>

According to a 2019 report by the [National Disability Institute](#), Black Americans experience disability more often (14 percent, as compared to 11 percent of non-Hispanic white Americans) because of how structural racism concentrates them near environmental contamination, in dangerous jobs, and in poverty, and because poverty and racism cause chronic stress and make it more difficult to get proper and ongoing medical treatment. On the flip side, the National Disability Institute also shows that disabled people of color experience harsher consequences of their disability—37 percent of Black disabled people live below the poverty line, compared to 24 percent of white disabled people, for example.<sup>2</sup>

The HUD 2022 point in time count in Berkeley found that although black people only make up 8% of the total Berkeley population and 11 percent of the Alameda County population, they make up a whopping 45% of the unhoused population.<sup>3</sup>

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<sup>1</sup> <https://eastbayexpress.com/the-new-face-of-homelessness-elderly-and-disabled-1/>

<sup>2</sup> <https://www.nationaldisabilityinstitute.org/wp-content/uploads/2019/02/disability-race-poverty-in-america.pdf>

<sup>3</sup> <https://everyonehome.org/wp-content/uploads/2022/05/Berkeley-PIT-2022-Infographic-Report.pdf>

People over the age of 50 already make up around half of homeless in the United States, according to Dr. Margot Kushel, a professor of medicine and director of UCSF’s Center for Vulnerable Populations. And the percentage of homeless people over 50 is projected to keep rising until 2030, with the homeless population older than 65 expected to triple.<sup>4</sup>

Approximately [61 million](#) adults in the U.S. live with a disability. In 2021, 22 percent of people with a disability had “[extremely low](#)” incomes—the average median income for a household with a disabled member was \$42,736 (compared to \$75,000 for households without a disabled member). For low-income households, Supplemental Security Income (SSI) is often the main source of income, and in 2023, it’s a maximum of \$914/month. SSI has strict [income and asset limits](#), and SSI recipients who earn or save more than that limit have their benefits reduced or lose them, making securing housing extremely challenging. This practice further disadvantages an already marginalized population, “literally trapping people in a place where dignity is out of reach,” says Rebecca Vallas, senior fellow at The Century Foundation, a think tank focused on disability, gender, racial, and economic equity.

“In no state in the United States is the SSI benefit enough to afford a one-bedroom apartment at full-market rent, even if you spent 100 percent of your benefits on rent,” she says. “You’re not allowed outside income without it counting against your benefits, so we as a government just decided we’re going to have people live at this sub-poverty level.”

On top of that, the \$2,000 asset cap means that “a person is just unable to build what they need for a security deposit, let alone first and last month’s rent,” Vallas says. “So even if a place becomes available that’s affordable, that’s accessible, there’s nothing they can do, even with great case management or a great social worker, there’s nothing they can do to get into that housing because [if they build the assets they need to get in] they’ll lose their survival benefits that are literally what allows them to make it month to month.”

For people with mental disabilities, this can leave institutionalization as the only option.<sup>5</sup>

A dearth of affordable apartments large enough for families is a constant concern affecting many households—including [families that are trying to stay in appreciating neighborhoods](#)—and groups that are trying to [resettle refugee families](#). It’s even worse for those who need accessible homes, as disabled people are often assumed to be single and childless. While disabled people are more likely than non-disabled people to live alone, [45 percent of disabled people live with two or more other people](#). Accessible units are disproportionately studios and one-bedrooms, says Jewelles Smith, a Canadian researcher who focuses on disability and gender, and some

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<sup>4</sup> <https://eastbayexpress.com/the-new-face-of-homelessness-elderly-and-disabled-1/>

<sup>5</sup> <https://shelterforce.org/2023/07/05/how-the-housing-shortage-is-forcing-people-with-disabilities-into-institutions/>

multi-floor “accessible” townhomes have only an accessible first floor, assuming that the disabled person is not, for example, the caregiver of children or elderly parents who would be using the other bedrooms.

With such a shortage of larger units, it is understandable that housing providers are reluctant to give larger apartments to people who they don’t believe “need” extra bedrooms. Housing providers or agencies that issue housing assistance may even force households to move as soon as their household size changes. These policies have a disproportionately heavy effect on disabled parents and workers, however. Parents who may temporarily not have their children living with them will have a difficult time getting them back if they lose access to a large enough accessible unit. For many immunocompromised people, working from home is an important way to protect themselves from exposure to diseases that could be devastating to their health, but a second bedroom for an office is often not considered a disability accommodation. Neither is having access to a second bedroom for a live-in caregiver.<sup>6</sup>

Add to this this that women, who statistically live longer and are paid less well earn less over their lifetimes, resulting in lower Social Security payments with more years to cover<sup>7</sup> and suffer from gender disparities in healthcare outcomes<sup>8</sup> and that the BIPOC community faces discrimination in both employment<sup>9</sup> and health outcomes<sup>10</sup> and the equity impact of the City of Berkeley’s failures to deal with disability issues become staggering, particularly on the streets.

## CURRENT SITUATION AND ITS EFFECTS

Because the “home of the disability rights movement” hasn’t incorporated disability needs in its plans, the City of Berkeley has put many of its most vulnerable citizens at greater risk. As City leadership has repeatedly stated that it’s trying to make Berkeley a template for “smart cities” worldwide, concern over the hazards that are multiplying are growing.

A few recent examples include the following:

1. Complete bathroom and shower inaccessibility at the Pathways Stair Center, reported in early 2020 and still unresolved. While City leaders attempt to use the pandemic as an excuse, as people who could not use bathrooms in the City’s “crown jewel” homeless shelter left the shelter (and according to recent reports from residents, continue to leave), the resulting human waste on

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<sup>6</sup> <https://shelterforce.org/2023/06/20/accessible-housing-is-not-just-about-how-buildings-are-built/>

<sup>7</sup> <https://blog.dol.gov/2024/03/12/what-you-need-to-know-about-the-gender-wage-gap>

<sup>8</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC10732547/>

<sup>9</sup> <https://www.dol.gov/agencies/ofccp/about/data/earnings/race-and-ethnicity>

<sup>10</sup> <https://www.kff.org/key-data-on-health-and-health-care-by-race-and-ethnicity/?entry=executive-summary-key-takeaways>

the street from lack of public restrooms threatened not only the disabled unhoused population, but created a wider public health crisis for everyone.<sup>1112</sup>

2. Unsanitary conditions including aspergillus at the same levels as post-Katrina New Orleans in one of the new “streamlined” apartment buildings, where City officials declined to do basic due diligence, skipped CEQA, allowed themselves to be pressured into approving a building which was not safe, particularly for people with disabilities. (Please see attachment 1)

3. Both of these factors (there are more) resulted in Prado v. City of Berkeley, where the City was sued for destroying essential medication such as inhalers and impounding wheelchairs in an effort to force people into shelter, while no safe shelter was available, much less for people with disabilities.<sup>13</sup>

These are just a small sample of accessibility problems currently facing the City, and don’t address the inadequate emergency response times outlined here: [\*Final Report and Recommendations from the Standards of Coverage and Community Risk Assessment Study, dated June 13, 2023, nor problems with evacuation expected in a forthcoming report.\*](#)

## BACKGROUND

Berkeley has long prided itself on being the home of the disability rights movement, yet more than 50 years after the founding of the Center for Independent Living (CIL) in 1967, **many disabled people feel that the community has lost much ground in a City that remains aloof to the legitimate concerns of a community whose rights are being ignored. This community is disproportionately low-income; people of color; and female identifying, as these communities are more likely to suffer discrimination in terms of job placement, which leads to poorer insurance options; more health issues that go unaddressed; and fewer resources with which to fight for their basic rights. Recent statistics on disability justice bear this out, as well as studies that demonstrate that people of color and female-identifying people are less likely to be taken seriously in healthcare environments. As such, this is an equity issue on multiple levels.**

**It is only within the past two weeks that immune-compromised commissioners even got the same basic accommodation rights under the Brown Act as commissioners in San Francisco, and only after a year of fighting for it in court resulting in 58,000 in attorney fees paid to Disability Rights Associates. City attorney hours and fees have not yet been reported to me. This gives the appearance that the City isn’t interested in the input of the disabled**

<sup>1111</sup> <https://cityofberkeleyca.nextrequest.com/requests/23-76>

<sup>12</sup> Original complaints, which include issues NOT addressed by the City’s independent consultants regarding pharmaceutical and hypodermic needle safety: <https://www.berkeleydailyplanet.com/issue/2020-02-14/article/48187?headline=Letters-to-Berkeley-City-Officials-br-Re-Accessibility-problems-at-the-Pathways-STAIR-Center-br---Mary-Behm-Steinberg>

2.

<sup>13</sup> <https://dralegal.org/case/prado-v-city-of-berkeley/>

community, as there was a ready solution that could have immediately been applied from San Francisco.<sup>14</sup>

## RECOMMENDATION

As the City has not been transparent nor engaged in proper oversight, the HWCAC recommends that all future financial audits, particularly those involving federal and/or state funding which legally require ADAA compliance, include a section of ADAA compliance. This would involve three separate steps:

1. A check of all pending litigation against the City for any allegations of non-compliance.
2. Verification that court-ordered steps had been taken.
3. A questionnaire submitted to the Commissions on Disability and Aging, as well as the Human Welfare and Community Access Commission, asking about pending issues relating to funding or projects legally requiring ADAA compliance, and
4. A report not only to City Council and administration, but also to the Departments of Justice and Civil Rights (federal and state) regarding any irregularities.

## ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no environmental sustainability or climate impacts associated with ensuring compliance with ADA principles.

## POSSIBLE FUTURE ACTION

As further lapses in legally required accessibility are discovered and more effectively documented, a faster and more effective response to claims is anticipated.

## FISCAL IMPACTS OF POSSIBLE FUTURE ACTION

Addressing faults in the City of Berkeley's ADA compliance as they are uncovered and officially documented will save the City hundreds of hours of staff time (including City Attorney time, which is particularly costly), as well as untold amounts in litigation settlements. Details to be added following meeting with city attorneys this week.

## CONTACT PERSON

Mary-Claire Katz, Associate Management Analyst, HHCS, 981-5414

---

<sup>14</sup> <https://www.sfcityattorney.org/wp-content/uploads/2023/01/Legal-Rules-Governing-Remote-Participation-by-Members-of-Policy-Bodies-in-Meetings-Beginning-March-1-2023.pdf>

Internal



---

**From:** Chris Durham  
**Sent:** Wednesday, April 29, 2020 8:49 AM  
**To:** Aaron <[ashiles@aafiresystemsinc.com](mailto:ashiles@aafiresystemsinc.com)>; Ladwig, Zoe <[zladwig@cityofberkeley.info](mailto:zladwig@cityofberkeley.info)>  
**Cc:** [mitchwaller@sbcglobal.net](mailto:mitchwaller@sbcglobal.net); Design <[design@aafiresystemsinc.com](mailto:design@aafiresystemsinc.com)>;  
>  
**Subject:** RE: Plan check comments for F2019-00184, 2580 BANCROFT Way, BERKELEY, CA 94704

Zoe

As Aaron has stated, we are on the schedule to hang pipe Monday. There is no more time to wait days for answers back on their approval. They need to know now so the project does not incur delay associated with multiple revision requests. I'm sure there are other projects that you are working on, but there is no more time left for 2580 Bancroft. We need you to communicate with AA Fire now to close out any of your remaining concerns. My Developer is in communication with the Mayor and other City Management. The Mayor has communicated specifically on 2580 Bancroft that this project needs to open in August of 2021. The ripple effect of delaying the fire sprinkler approval will keep this from happening.

Would you suggest a conference call to hammer out approval today, or some other means? Can you please respond with your schedule so AA Fire and yourself can run this to ground?

---

## Chris Durham

Project Manager II

2580 Bancroft Way  
Berkeley, CA 94704  
612.360.0025 [chris.durham@weitz.com](mailto:chris.durham@weitz.com)



Chris

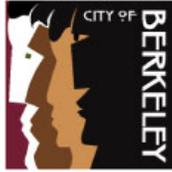
---

**From:** Aaron <[ashiles@aafiresystemsinc.com](mailto:ashiles@aafiresystemsinc.com)>  
**Sent:** Wednesday, April 29, 2020 8:37 AM  
**To:** Ladwig, Zoe <[zladwig@cityofberkeley.info](mailto:zladwig@cityofberkeley.info)>  
**Cc:** [mitchwaller@sbcglobal.net](mailto:mitchwaller@sbcglobal.net); Design <[design@aafiresystemsinc.com](mailto:design@aafiresystemsinc.com)>;  
Baber, Mariafelisa <[MBaber@cityofberkeley.info](mailto:MBaber@cityofberkeley.info)>; Chris Durham <[Chris.Durham@weitz.com](mailto:Chris.Durham@weitz.com)>; Del Toro, Jesus <[jdeltoro@cityofberkeley.info](mailto:jdeltoro@cityofberkeley.info)>

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City of Berkeley Housing & Community Services Department  
 2180 Milvia Street  
 Berkeley, CA 94704  
 Contact: Community Agency RFP, [CommunityAgencyRFP@berkeleyca.gov](mailto:CommunityAgencyRFP@berkeleyca.gov) 510.981.5408

[Return to Main Page](#)

**Program: Berkeley Parenting & Disability Project**  
 Agency: Through The Looking Glass

**City of Berkeley  
 Community Agency  
 CLIENT CHARACTERISTICS REPORT**

Contract No:

This Report Due: **Jan 31, 2024**

Agency: Through The Looking Glass      Period of: **1st Half 2024**  
 Program: Berkeley Parenting & Disability Project      Prepared By:   
 Phone:       E-mail:

**1. CLIENT SUMMARY - 1st Half**

	1st Half	YTD
A. Total New Clients Served by the Program (Berkeley and Non-Berkeley)	46	46
B. Total New Berkeley Clients Served for Whom You Were Able to Gather Statistics on Age, Race/Ethnicity, and Income:	46	46
C. Total New Berkeley Clients Served for Whom You Were <b>NOT</b> Able to Gather Statistics on Age, Race/Ethnicity, and Income:	0	0
D. Total New Berkeley Clients Served:	46	46

**2. DEMOGRAPHIC DATA**

RACE - Unduplicated Count	Previous Periods		Report Period		Year-To-Date	
	Non-Hispanic	Hispanic Ethnicity	Non-Hispanic	Hispanic Ethnicity <sup>2</sup>	Non-Hispanic	Hispanic Ethnicity
Single Race Categories						
American Indian/Alaskan Native <sup>?</sup>	0	0			0	0
Asian <sup>?</sup>	0	0			0	0
Black/African American <sup>?</sup>	0	0	19		19	0
Native Hawaiian/Pacific Islander <sup>?</sup>	0	0			0	0
White <sup>?</sup>	0	0	3	1	3	1
Combined Race Categories						
American Indian/Alaskan Native & White	0	0		16	0	16
Asian & White	0	0			0	0
Black/African American & White	0	0	1		1	0
American Indian/Alaskan Native & Black/African American	0	0			0	0
Other Combined Race Categories	0	0	6		6	0
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>29</b>	<b>17</b>	<b>29</b>	<b>17</b>
<b>TOTAL SERVED</b>			46		46	

**3. INCOME LEVEL**

Income Level - Unduplicated Count	Previous Periods	This Period	YTD
Poverty	0	41	41
Poverty to 30% of AMI (Ex. Low)	0	2	2
31-50% of AMI (Low)	0		0
51-80% of AMI (Moderate)	0		0
Above 80% of AMI	0	3	3
<b>TOTALS</b>	<b>0</b>	<b>46</b>	<b>46</b>

[View AMI Table](#)

**4. AGE**

Age - Unduplicated Count	Previous Periods	This Period	YTD
0-5	0	8	8
6-11	0	12	12
12-17	0	5	5
18-24	0	3	3
25-44	0	11	11
45-54	0	2	2
55-61	0	2	2
62 and Over	0	3	3
Unknown	0		0
<b>TOTALS</b>	<b>0</b>	<b>46</b>	<b>46</b>

**5. OTHER CHARACTERISTICS**

Other Characteristics - Unduplicated Count	Previous Periods	This Period	YTD
--	------------------	-------------	-----

Female	0	23	23
Male	0	23	23
Other	0	0	0
Disabled	0	20	20
Homeless	0	0	0
Chronically Homeless	0	4	4
Female Head of Household	0	10	10

**6. SERVICE MEASURES**

Service Measures	Annual Goal		1st Half		2nd Half			Served YTD		% Served	
	UOS	New Clients	UOS	New Clients	UOS	# of Existing Clients	New Clients	Total UOS ?	Total New Clients ?	UOS ?	Total Clients ?
**** Disability Services ****											
1 Client Sessions	775	55	581	46				581	46	75%	84%

**Service Measure Definitions:** [Hide](#)

Client Sessions	Clients meet weekly with staff for one on one (one staff to family) meetings. These are home-based for 1.5 hours on average. UOS is 1 hour.
-----------------	---

**1st Half Narrative**

We are ahead of schedule to meet projected UOS, using a combination of funding sources to meet the needs of the complicated families we serve. 46 clients (13 households) have enrolled in the Parenting & Disability program; As reported above, 20 household members (children and/or caregivers) have disabilities; 7 households have at least two members with disabilities or medical conditions significant enough to impact their daily lives. The family that has been chronically homeless continues to struggle to find housing.

You have 478 characters left.

**7. OUTCOMES**

Outcomes	Annual Goal	1st Half Achieved Outcome	2nd Half Achieved Outcome	Achieved Outcome YTD	% Achieved Outcome of Annual Goal	% Achieved Outcome of Total Served
1 Clients accessed previously inaccessible services	44	46		46	105%	100%
1 Clients demonstrate improved functioning	44	4		4	9%	9%
1 Participants achieved enhanced skills or knowledge	44	4		4	9%	9%

**1st Half Narrative**

The staff who serve these families bring specialized knowledge and often have personal and/or close family experience with living with disability, which makes our services uniquely accessible. Most of the families served have multiple stressors and trauma issues in addition to disabilities. Therefore progress on skills and functioning tends to be gradual. The outcomes for improved functioning and enhanced skills and knowledge, as well as the survey, will be reported on in the end-of-year report since we are continuing to serve them.

You have 462 characters left.

**Upload Attachments: (Up to 10 documents can be attached)**

[Click here to go to the Upload Documents page](#) (Your report will be saved)

**8. PROGRAM SATISFACTION SURVEY**

Question		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Does Not Apply	I Do Not Understand This Question	Total Number of responses
1. I am satisfied with the services I have received from this program.	This Period								0
	Prior Periods								0
	Total	0	0	0	0	0	0	0	0
	% of Total								
2. This program's staff treated me with respect.	This Period								0
	Prior Periods								0
	Total	0	0	0	0	0	0	0	0
	% of Total								
3. This program helped me make progress towards my goals.	This Period								0
	Prior Periods								0
	Total	0	0	0	0	0	0	0	0
	% of Total								
4. This program met my needs.	This Period								0
	Prior Periods								0
	Total	0	0	0	0	0	0	0	0
	% of Total								

Additional Questions:

5. Additional comments from consumers completing the survey

Select any additional questions (10 Max)

- As a direct result of participating in the program I have what I need to maintain my independence.
- As a direct result of participating in the program my overall health and wellness has improved.
- As a direct result of participating in the program I have what I need to remain housed.
- As a direct result of participating in this program my housing situation has improved.
- As a direct result of participating in the program I have an increased understanding of community resources and supports.
- As a direct result of participating in the program I have enhanced skills and/or knowledge.
- As a direct result of participating in the program I have what I need to achieve my educational goals.
- As a direct result of participating in the program I have what I need to reach my employment goals.
- As a direct result of participating in the program I feel more connected to my community.
- As a direct result of participating in the program I feel less isolated.
- As a direct result of participating in the program my legal rights have been protected.
- As a direct result of participating in the program I am better able to take care of my own needs.
- As a direct result of participating in this program I feel more financially secure.
- As a direct result of participating in the program,
- I certify that the City of Berkeley has approved this question as written

Update Questions

Report Submitted by: Nicolee Brorsen

Date: 01/30/2024

Accepted by: Mary-Claire Katz

Date: 01/30/2024

Report modified by:

Modify Report

Reset

Initially submitted: Jan 30, 2024 - 09:18:08

City Data Services - San Mateo, CA  
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**CITY OF BERKELEY  
COMMUNITY AGENCY STATEMENT OF EXPENSE  
01/01/2023 TO 03/31/2023**

Note: Any variation from the Approved Budget exceeding ten percent (10%) requires a Budget Modification Form.

Agency Name: [Through The Looking Glass](#) Contract #: [31900258](#)  
 Program Name: [Berkeley Parenting & Disability Project](#) PO #: [22201121](#)  
 Funding Source : General Fund

Expenditure Category	Staff Name	Approved Budget	Budget Mod Q1	Revised Budget	Jul-Sep 2022	Oct-Dec 2022	Jan-Mar 2023	Apr-Jun 2023	Total Expenditure	Budget Balance
Clinical Director	<a href="#">Sherrie Hansen</a>	\$1,200.00	\$-1,200.00	\$0.00					\$0.00	\$0.00
Family Support Specialist	<a href="#">Jennifer Bregante</a>	\$4,788.00	\$-4,788.00	\$0.00	\$0.00				\$0.00	\$0.00
Family Clinician, bilingual (Spanish)	<a href="#">Brie Robertori</a>	\$3,288.00	\$-1,788.00	\$1,500.00					\$0.00	\$1,500.00
Family Clinician 1	<a href="#">Abigail Laniel</a>	\$3,300.00	\$-2,800.00	\$500.00	\$87.55	\$120.31	\$228.15		\$436.01	\$63.99
OT, Parent workshop leader	<a href="#">Nicole Wright</a>	\$1,528.00	\$-928.00	\$600.00	\$1,000.00				\$1,000.00	\$-400.00
OT, bilingual (Spanish)	<a href="#">Sharon Bergmann</a>	\$983.00	\$-333.00	\$650.00	\$850.00	\$291.44	\$42.28		\$1,183.72	\$-533.72
Project Coordinator	<a href="#">Nicolee Brorsen</a>	\$1,376.00	\$-776.00	\$600.00	\$500.00		\$275.59		\$775.59	\$-175.59
Developmental specialist	<a href="#">Clay Hays</a>	\$900.00	\$100.00	\$1,000.00	\$500.00				\$500.00	\$500.00
Taxes/Benefits		\$4,047.00	\$691.00	\$4,738.00	\$1,356.07	\$672.59	\$1,034.52		\$3,063.18	\$1,674.82
Rent		\$1,826.00	\$-705.00	\$1,121.00	\$247.53	\$132.75	\$276.26		\$656.54	\$464.46
Utilities		\$53.00	\$-18.00	\$35.00					\$0.00	\$35.00
Insurance		\$341.00	\$-121.00	\$220.00	\$0.00	\$207.33	\$57.46		\$264.79	\$-44.79
Communications		\$735.00	\$-245.00	\$490.00	\$23.70	\$10.44	\$19.56		\$53.70	\$436.30
Office Supplies		\$158.00	\$-58.00	\$100.00	\$28.81	\$24.39	\$73.48		\$126.68	\$-26.68
Transportation		\$210.00	\$-70.00	\$140.00			\$2.75		\$2.75	\$137.25
Indirect Costs		\$2,473.00	\$536.64	\$3,009.64	\$1,222.35	\$365.39	\$634.56		\$2,222.30	\$787.34
Others - including Intern Services			\$2,652.36	\$2,652.36	\$254.57	\$665.60	\$869.59		\$1,789.76	\$862.60
Supervisor, bicultural, ASD Specialist	<a href="#">Maria Less</a>		1000	\$1,000.00			\$0.00		\$0.00	\$1,000.00
Supervisor, bicultural, ASD Specialist	<a href="#">Ana Aviles</a>		\$3,500.00	\$3,500.00	\$350.78	\$328.36	\$747.94		\$1,427.08	\$2,072.92
Parent workshop co-leader, bicultural	<a href="#">Donna White</a>		1,200.00	\$1,200.00	\$500.00				\$500.00	\$700.00
'Family Clinician, bilingual (Spanish)			\$0.00	\$0.00					\$0.00	\$0.00
Clinical Director	<a href="#">Frauwirth, Stacy</a>		1800	\$1,800.00	\$530.56	\$28.27	\$279.46		\$838.29	\$961.71
Doctor Intern	<a href="#">Patterson, Ananda</a>		1500	\$1,500.00	\$1,200.00				\$1,200.00	\$300.00
Doctor Intern	<a href="#">Mikeska, Michele</a>		250.00	\$250.00	\$89.80				\$89.80	\$160.20
Family Clinician 1	<a href="#">Chisholm, Khadija</a>		200.00	\$200.00		\$51.75	\$23.93		\$75.68	\$124.32
Family Clinician 1	<a href="#">Marcus, Madeleine</a>		500	\$500.00		\$67.98			\$67.98	\$432.02
Family Clinician 1	<a href="#">Escobar, Belky Iliana</a>		1,500.00	\$1,500.00	\$500.00	\$164.93	\$478.02		\$1,142.95	\$357.05
Family Clinician 1	<a href="#">Bondy, Megan</a>		\$0.00	\$0.00	\$0.00		\$449.28		\$449.28	\$-449.28

Doctoral Intern	George, Christopher		2,500.00	\$2,500.00	\$577.63	\$850.34	\$1,078.58	ATTACHMENT E	\$2,506.55	\$-6.55
Family Partner	James (Noland), Angela		300.00	\$300.00	\$2,626.41	\$37.46			\$2,663.87	\$-2,363.87
*Executive Director	Kirshbaum, Megan		1,500.00	\$1,500.00	\$1,000.00		\$408.77		\$1,408.77	\$91.23
*Mental Health Services				\$0.00	\$0.00				\$0.00	\$0.00
<b>TOTAL</b>			\$27,206.00	\$5,900.00	\$33,106.00	\$13,445.76	\$4,019.33	\$6,980.18	\$24,445.27	\$8,660.73

Advances Received **\$24,445.28**  
 Underspent/(Overspent) **\$0.01**

**Total Current Year (FY 23) Allocation**

Expenditure Category	Staff Name	Approved Budget	Budget Mod Q1	Revised Budget	Jul-Sep 2022	Oct-Dec 2022	Jan-Mar 2023	Apr-Jun 2023	Total Expenditure	Budget Balance
'Family Clinician, bilingual (Spanish)'			\$0.00							\$0.00
*Executive Director	Kirshbaum, Megan		1,500.00		\$1,000.00		\$408.77			\$1,500.00
*Mental Health Services					\$0.00					\$0.00
Clinical Director	Frauwirth, Stacy		1800		\$530.56	\$28.27	\$279.46			\$1,800.00
Clinical Director	Sherrie Hansen	\$1,200.00	\$-1,200.00	\$1,200.00						\$0.00
Communications		\$735.00	\$-245.00	\$735.00	\$23.70	\$10.44	\$19.56			\$490.00
Developmental specialist	Clay Hays	\$900.00	\$100.00	\$900.00	\$500.00					\$1,000.00
Doctor Intern	Mikeska, Michele		250.00		\$89.80					\$250.00
Doctor Intern	Patterson, Ananda		1500		\$1,200.00					\$1,500.00
Doctoral Intern	George, Christopher		2,500.00		\$577.63	\$850.34	\$1,078.58			\$2,500.00
Family Clinician 1	Bondy, Megan		\$0.00		\$0.00		\$449.28			\$0.00
Family Clinician 1	Chisholm, Khadija		200.00			\$51.75	\$23.93			\$200.00
Family Clinician 1	Escobar, Belky Iliana		1,500.00		\$500.00	\$164.93	\$478.02			\$1,500.00
Family Clinician 1	Marcus, Madeleine		500			\$67.98				\$500.00
Family Clinician 1	Abigail Laniel	\$3,300.00	\$-2,800.00	\$3,300.00	\$87.55	\$120.31	\$228.15			\$500.00
Family Clinician, bilingual (Spanish)	Brie Robertori	\$3,288.00	\$-1,788.00	\$3,288.00						\$1,500.00
Family Partner	James (Noland), Angela		300.00		\$2,626.41	\$37.46				\$300.00
Family Support Specialist	Jennifer Bregante	\$4,788.00	\$-4,788.00	\$4,788.00	\$0.00					\$0.00
Indirect Costs		\$2,473.00	\$536.64	\$2,473.00	\$1,222.35	\$365.39	\$634.56			\$3,009.64
Insurance		\$341.00	\$-121.00	\$341.00	\$0.00	\$207.33	\$57.46			\$220.00
OT, Parent workshop leader	Nicole Wright	\$1,528.00	\$-928.00	\$1,528.00	\$1,000.00					\$600.00
OT, bilingual (Spanish)	Sharon Bergmann	\$983.00	\$-333.00	\$983.00	\$850.00	\$291.44	\$42.28			\$650.00
Office Supplies		\$158.00	\$-58.00	\$158.00	\$28.81	\$24.39	\$73.48			\$100.00
Others - including Intern Services			\$2,652.36		\$254.57	\$665.60	\$869.59			\$2,652.36
Parent workshop co-leader, bicultural	Donna White		1,200.00		\$500.00					\$1,200.00

Project Coordinator	Nicolee Brorsen	\$1,376.00	\$-776.00	\$1,376.00	\$500.00		\$275.59	ATTACHMENT E		\$600.00
Rent		\$1,826.00	\$-705.00	\$1,826.00	\$247.53	\$132.75	\$276.26			\$1,121.00
Supervisor, bicultural, ASD Specialist	Ana Aviles		\$3,500.00		\$350.78	\$328.36	\$747.94			\$3,500.00
Supervisor, bicultural, ASD Specialist	Maria Less		1000				\$0.00			\$1,000.00
Taxes/Benefits		\$4,047.00	\$691.00	\$4,047.00	\$1,356.07	\$672.59	\$1,034.52			\$4,738.00
Transportation		\$210.00	\$-70.00	\$210.00			\$2.75			\$140.00
Utilities		\$53.00	\$-18.00	\$53.00						\$35.00
<b>TOTAL</b>		<b>\$27,206.00</b>	<b>\$5,900.00</b>	<b>\$33,106.00</b>	<b>\$13,445.76</b>	<b>\$4,019.33</b>	<b>\$6,980.18</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$33,106.00</b>

**Total Carryover (FY 22) Allocation**

Expenditure Category	Staff Name	Approved Budget	Budget Mod Q1	Revised Budget	Jul-Sep 2022	Oct-Dec 2022	Jan-Mar 2023	Apr-Jun 2023	Total Expenditure	Budget Balance
										\$0.00
<b>TOTAL</b>		<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>

**Quarter 1 Budget Modification:**  
change of personnel

Explain any staffing changes and/or spending anomalies that do not require a budget modification at this time:  
One family clinician (M. Bondy) was added to the list according to staff changes.

Upload of Resumes for New Staff (required):

- Expenditures reported in this statement are in accordance with our contract agreement and are taken from our books of account which are supported by source documentation.
- All federal and state taxes withheld from employees for this reporting period were remitted to the appropriate government agencies. Furthermore, the employer's share or contributions for Social Security, Medicare, Unemployment and State Disability insurance, and any related government contribution required were remitted as well.

Prepared By: Robert Kihanya

Email: rkihanya@lookingglass.org

Date: 09/26/2024

Authorized By: Megan Kirshbaum

Email: mkirshbaum@lookingglass.org

Name of Authorized Signatory with Signature on File

<b>Approved By:</b> Mary-Claire Katz Project Manager	09/26/2024 Date	<b>Examined By:</b> _____ CSA Fiscal Unit	_____ Date	<b>Approved By:</b> _____ CSA Fiscal Unit	_____ Date
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Initially submitted: Sep 25, 2024 - 16:57:30