



# COMMUNITY PROTECTION & INFORMATION MANUAL 2026

Hosted at The Center of Hope Oakland, California

Sponsors:



# TH!RD ACT

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## Summary

This summit aims to explore the cumulative burdens that impact the East Oakland Flatlands — shaped by a history of resilience and community science. The systemic issue of redlining led to disinvestment, displacement, environmental degradation, economic disparities, and health crises. This manual serves as an educational, informational, and resource guide to address these cumulative burdens.

## Acknowledgments

The Lifers Team extends gratitude to all partners, researchers, and community members contributing to this effort. Together, we look at our work as changing the human condition.

Sincerely,  
 Mr. Charles Reed  
 Founding Director

The East Oakland Flatlands experience overlapping environmental, economic, educational, and infrastructure burdens that do not exist in Oakland's Hills. These overlapping exposures create **CUMULATIVE IMPACTS** affecting physical health, mental health, economic stability, and life expectancy. These patterns are rooted in policy decisions, zoning placement, and systemic inequities — and they can be changed through coordinated policy reform and reinvestment.

## Illegal Dumping and Toxic Exposure

Illegal dumping in the Flatlands exposes residents to hazardous chemicals, mold, construction debris, heavy metals, solvents, and bio-hazards. These contaminants contribute to asthma, respiratory distress, skin irritation, infection risk, and hospital visits — particularly for children and seniors. Chronic exposure to environmental blight also increases stress and anxiety, compounding **CUMULATIVE IMPACTS** on both physical and mental health.

**Policy Action:** Establish community-based cleanup crews employing local residents, fund rapid-response environmental teams, reinvest dumping fines into Flatland neighborhoods, and provide environmental health monitoring to reduce hospitalizations.

## Liquor Store Density, Price Gouging, and Violence

High concentrations of liquor stores increase exposure to violence, alcohol-related illness, and unhealthy food environments. Price gouging on essential goods represents economic violence that extracts wealth from low-income residents. These patterns layer into broader **CUMULATIVE IMPACTS** on safety and financial stability.

**Policy Action:** Cap alcohol outlet density and decrease illegal tobacco sells, incentive grocery conversions to sell fresh fruits and produce, enforce pricing protections, and reinvest in community-serving businesses.

## Gas Stations, Pollution, and Noise Exposure

Gas stations and traffic corridors increase exposure to benzene, diesel particulates, and harmful emissions linked to asthma, cardiovascular disease, and cancer risk. Chronic noise pollution contributes to sleep disruption and hypertension. These environmental exposures intensify **CUMULATIVE IMPACTS** on long-term health outcomes.

**Policy Action:** Limit new gas station permits, require air-quality mitigation, expand tree canopy buffers, and prioritize clean energy infrastructure.

## Payday Lending, Check Cashing, and Financial Targeting

The proliferation of payday lenders and check cashing outlets forces residents to pay excessive fees to access their own income. High-interest loans trap families in cycles of debt, reinforcing economic violence and producing long-term **CUMULATIVE IMPACTS** on credit, eviction risk, and household stress.

**Policy Action:** Cap interest rates, restrict clustering of predatory lenders, expand credit union partnerships, and invest in community banking alternatives.

## Educational Inequities and Workforce Barriers

Flatland schools often face lower funding and fewer enrichment opportunities compared to schools in affluent neighborhoods. Educational disparities limit access to stable employment, reinforcing generational poverty and **CUMULATIVE IMPACTS** across income and health outcomes.

**Policy Action:** Increase targeted school investment, expand apprenticeship pipelines, and create workforce development programs anchored in the Flatlands.

## The Power of Policy Change

The difference between the Flatlands and the Hills is not culture — it is policy. Systems created concentrated burdens; systems can dismantle them. Coordinated reinvestment, community-led implementation, and cumulative impact zoning reform can restore balance. Community protection is achievable through structural change.

WE, THE PEOPLE OF COLOR, gathered together at this multinational People of Color Environmental Leadership Summit, to begin to build a national and international movement of all peoples of color to fight the destruction and taking of our lands and communities, do hereby re-establish our spiritual interdependence to the sacredness of our Mother Earth; to respect and celebrate each of our cultures, languages and beliefs about the natural world and our roles in healing ourselves; to ensure environmental justice; to promote economic alternatives which would contribute to the development of environmentally safe livelihoods; and, to secure our political, economic and cultural liberation that has been denied for over 500 years of colonization and oppression, resulting in the poisoning of our communities and land and the genocide of our peoples, do affirm and adopt these Principles of Environmental Justice:

## The Principles of Environmental Justice

- 1) Environmental Justice affirms the sacredness of Mother Earth, ecological unity and the interdependence of all species, and the right to be free from ecological destruction.
- 2) Environmental Justice demands that public policy be based on mutual respect and justice for all peoples, free from any form of discrimination or bias.
- 3) Environmental Justice mandates the right to ethical, balanced and responsible uses of land and renewable resources in the interest of a sustainable planet for humans and other living things.
- 4) Environmental Justice calls for universal protection from nuclear testing, extraction, production and disposal of toxic/hazardous wastes and poisons and nuclear testing that threaten the fundamental right to clean air, land, water, and food.
- 5) Environmental Justice affirms the fundamental right to political, economic, cultural and environmental self-determination of all peoples.
- 6) Environmental Justice demands the cessation of the production of all toxins, hazardous wastes, and radioactive materials, and that all past and current producers be held strictly accountable to the people for detoxification and the containment at the point of production.
- 7) Environmental Justice demands the right to participate as equal partners at every level of decision-making, including needs assessment, planning, implementation, enforcement and evaluation.
- 8) Environmental Justice affirms the right of all workers to a safe and healthy work environment without being forced to choose between an unsafe livelihood and unemployment. It also affirms the right of those who work at home to be free from environmental hazards.
- 9) Environmental Justice protects the right of victims of environmental injustice to receive full compensation and reparations for damages as well as quality health care.
- 10) Environmental Justice considers governmental acts of environmental injustice a violation of international law, the Universal Declaration On Human Rights, and the United Nations Convention on Genocide.
- 11) Environmental Justice must recognize a special legal and natural relationship of Native Peoples to the U.S. government through treaties, agreements, compacts, and covenants affirming sovereignty and self-determination.
- 12) Environmental Justice affirms the need for urban and rural ecological policies to clean up and rebuild our cities and rural areas in balance with nature, honoring the cultural integrity of all our communities, and providing fair access for all to the full range of resources.
- 13) Environmental Justice calls for the strict enforcement of principles of informed consent, and a halt to the testing of experimental reproductive and medical procedures and vaccinations on people of color.
- 14) Environmental Justice opposes the destructive operations of multi-national corporations.
- 15) Environmental Justice opposes military occupation, repression and exploitation of lands, peoples and cultures, and other life forms.
- 16) Environmental Justice calls for the education of present and future generations which emphasizes social and environmental issues, based on our experience and an appreciation of our diverse cultural perspectives.
- 17) Environmental Justice requires that we, as individuals, make personal and consumer choices to consume as little of Mother Earth's resources and to produce as little waste as possible; and make the conscious decision to challenge and reprioritize our lifestyles to ensure the health of the natural world for present and future generations.

Delegates to the First National People of Color Environmental Leadership Summit held on October 24-27, 1991, in Washington DC, drafted and adopted these 17 principles of Environmental Justice. Since then, the Principles have served as a defining document for the growing grassroots movement for environmental justice.

More info on environmental justice and environmental racism can be found online at [www.ejnet.org/ej/](http://www.ejnet.org/ej/)





10-POINT PROGRAM  
OF THE  
BLACK PANTHER PARTY  
WHAT WE WANT

1. We want freedom. We want power to determine the destiny of our Black Community.
2. We want full employment for our people.
3. We want an end to the robbery by the white man of our Black Community.
4. We want decent housing, fit for shelter of human beings.
5. We want education for our people that exposes the true nature of this decadent American society. We want education that teaches us our true history and our role in the present day society.
6. We want all Black men to be exempt from military service.
7. We want an immediate end to POLICE BRUTALITY and MURDER of Black people.
8. We want freedom for all Black men held in federal, state, county and city prisons and jails.
9. We want all Black people when brought to trial to be tried in court by a jury of their peer group or people from their Black Communities, as defined by the Constitution of the United States.
10. We want land, bread, housing, education, clothing, justice and peace.

# Environmental Social Justice Framework

## 10 Point Platform

1. We Want Freedom. We Want Power to Determine the Destiny of Our Black Community.

2. We Want Full Employment for Our People. We believe that the federal government is responsible and obligated to give every man employment or a guaranteed income. We believe that if the White American businessmen will not give full employment, then the means of production should be taken from the businessmen and placed in the community so that the people of the community can organize and employ all of its people and give a high standard of living.

3. We Want An End to the Robbery By the Capitalists of Our Black Community. We believe that this racist government has robbed us, and now we are demanding the overdue debt of forty acres and two mules. Forty acres and two mules were promised 100 years ago as restitution for slave labor and mass murder of Black people.

4. We Want Decent Housing Fit For The Shelter of Human Beings. We believe that if the White Landlords will not give decent housing to our Black community, then the housing and the land should be made into cooperatives so that our community, with government aid, can build and make decent housing for its people.

5. We Want Education for Our People That Exposes The True Nature Of This Decadent American Society. We Want Education That Teaches Us Our True History And Our Role in the Present-Day Society.

6. We Want All Black Men To Be Exempt From Military Service. We believe that Black people should not be forced to fight in the military service to defend a racist government that does not protect us. We will

## 17 Environmental Principles

5) Environmental Justice affirms the fundamental right to political, economic, cultural and environmental self-determination of all peoples.

7) Environmental Justice demands the right to participate as equal partners at every level of decision-making, including needs assessment, planning, implementation, enforcement and evaluation.

9) Environmental Justice protects the right of victims of environmental injustice to receive full compensation and reparations for damages as well as quality health care.

3) Environmental Justice mandates the right to ethical, balanced and responsible uses of land and renewable resources in the interest of a sustainable planet for humans and other living things.

6) Environmental Justice calls for the education of present and future generations which emphasizes social and environmental issues, based on our experience and an appreciation of our diverse cultural perspectives.

15) Environmental Justice opposes military occupation, repression and exploitation of lands, peoples and cultures, and other life forms.

not fight and kill other people of color in the world who, like Black people, are being victimized by the White racist government of America.

7. We Want an Immediate End to Police Brutality and the Murder of Black People. ↔ 2) Environmental Justice demands that public policy be based on mutual respect and justice for all peoples, free from any form of discrimination or bias.
8. We Want Freedom for All Black Men Held in Federal, State, County and City Prisons and Jails. We believe that all Black People should be released from the many jails and prisons because they have not received a fair and impartial trial. ↔ 10) Environmental Justice considers governmental acts of environmental injustice a violation of international law, the Universal Declaration On Human Rights, and the United Nations Convention on Genocide.
9. We Want All Black People When Brought to Trial To Be Tried In Court By A Jury Of Their Peer Group Or People From Their Black Communities, As Defined By the Constitution of the United States. We believe that the courts should follow the United States Constitution so that Black people will receive fair trials. The Fourteenth Amendment of the U.S. Constitution gives a man a right to be tried by his peer group. A peer is a person from a similar economic, social, religious, geographic, environmental, historical, and racial background. ↔ 2) Environmental Justice demands that public policy be based on mutual respect and justice for all peoples, free from any form of discrimination or bias.
10. We Want Land, Bread, Housing, Education, Clothing, Justice And Peace. When, in the course of human events, it becomes necessary for one people to dissolve the political bands which have connected them with another, and to assume, among the powers of the earth, the separate and equal station to which the laws of nature and nature's God entitle them, a decent respect of the opinions of mankind requires that they should declare the causes which impel them to the separation. We hold these truths to be self-evident, that all men are created equal; that they are endowed by their Creator with certain inalienable rights; that among these are life, liberty, and the pursuit of happiness. 12) Environmental Justice affirms the need for urban and rural ecological policies to clean up and rebuild our cities and rural areas in balance with nature, honoring the cultural integrity of all our communities, and provided fair access for all to the full range of resources. 3) Environmental Justice mandates the right to ethical, balanced and responsible uses of land and renewable resources in the interest of a sustainable planet for humans and other living things. ↔ 12) Environmental Justice affirms the need for urban and rural ecological policies to clean up and rebuild our cities and rural areas in balance with nature, honoring the cultural integrity of all our communities, and provided fair access for all to the full range of resources. 3) Environmental Justice mandates the right to ethical, balanced and responsible uses of land and renewable resources in the interest of a sustainable planet for humans and other living things.

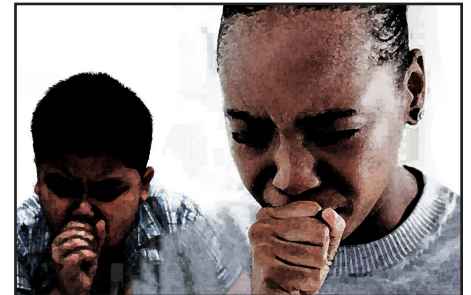
## Cumulative Impacts

### Residents of East Oakland endure disproportionate health challenges due a number of cumulative impacts:



**Air Pollution:** Proximity to industrial facilities and major transportation routes results in elevated exposure to pollutants, leading to higher rates of respiratory illnesses and worsening mental health.

**Asthma Prevalence:** Childhood asthma rates in East Oakland are more than double those in the rest of Alameda County. Life expectancy in East Oakland is significantly lower than in wealthier parts of Alameda County.



**Illegal Dumping:** Dumping contains hidden hazardous health impacts. For example mold, volatile organic chemicals (VOCs), and others that combine to major longterm health consequences.

**Density of Liquor Stores:** Disproportionate numbers of convenient liquor stores acts as an oppressive measure to community members that suffer from the depression of poverty. In addition the absence of grocery stores selling fresh fruit and vegetables leads to a lack of nutritional choices that create longterm health consequences, known as Food Deserts.



“Mental health cannot be separated from structural oppression. Telling us to just ‘focus on self-care’ ignores the realities of economic instability and systemic racism we live with every day.”

“I don’t feel safe even walking home. How am I supposed to care about my ‘personal growth’ when I’m constantly looking over my shoulder?”

“School is supposed to be a safe space, but instead it just feels like another system that wants to control me.”

“When we actually have mentors who care, we thrive. But too often, adults don’t listen to that we really need.”

“The stress of poverty is always there. It doesn’t matter how ‘strong’ you are—it eats away at you every day.”



## Youth Reported Mental Health Impacts

- Youth in socioeconomically disadvantaged areas experience increased rates of anxiety and depression, often linked to environmental stressors, systemic inequities, and social marginalization.
- Living in high-crime areas, dealing with food insecurity, and lacking stable housing contribute to chronic stress.
- Exposure to violence, poverty, and environmental stressors (e.g., air pollution and noise pollution) correlates with increased psychological distress among youth.
- Access to green spaces and safe recreational areas is a known protective factor, yet many youth reported having limited or unsafe outdoor spaces, further restricting their ability to manage stress.
- Many youth-serving organizations and schools lack adequate mental health resources.
- Youth reported that when mental health support was available, it was often inaccessible due to stigma, long wait times, or culturally insensitive providers.

## **Environmental-Mental Health Impacts**

- Chronic exposure to air pollution is linked to increased rates of anxiety, depression, and cognitive decline.
- Noise pollution from freeway traffic and industrial activity disrupts sleep, leading to heightened stress and increased risks of hypertension and emotional distress.
- Green space access is minimal in Oakland's Flatlands, with limited parks and recreational areas contributing to higher levels of anxiety and depression.
- Studies show that green spaces promote social interaction, reducing loneliness and isolation, yet many communities remain under served.

## **Recommendations for Improving Mental Health**

- Increase culturally responsive mental health services in schools and community centers.
- Integrate trauma-informed care in youth programming, especially for youth exposed to violence and poverty.
- Shift away from punitive school policies that exacerbate stress and instead implement restorative justice practices.
- Invest in safe recreational spaces and mentorship programs that promote youth well-being.

## Asthma Prevalence in East Oakland

Historical redlining still has impact on the city today, most clearly manifested below East 14th Street (see map right). The line drawn by states to approve bank loans in 1937 stripped Black and Brown residents of East Oakland of opportunity to accumulate generational wealth and limited their quality of life. Today, this line directly correlates to the cumulative impacts of air quality. In addition, increased pollution paired with few trees and limited healthy food options contribute to disproportionate rates of asthma and other respiratory illnesses. Community-led solutions and policies addressing clean air would improve the residents of East Oakland's quality of life.

Below there are current statistics:

### Alameda County

“17% of Oakland's school children diagnosed with Asthma were chronically absent—missing 10% of the school year and reducing Average Daily Attendance (ADA) by \$894 per student”<sup>1</sup>

Ambulance rides can cost over \$4,000 in addition to fees like mileage rate, oxygen charge, and cardiac monitor usage.

### California

Most frequently prescribed drug #10 Albuterol<sup>2</sup> that is the key ingredient for inhalers  
Most costly generic drugs by total annual spending #6 Albuterol<sup>3</sup>

### National

Asthma occurs in non-Hispanic Black children 12.5% compared to non-Hispanic White children 5.7%<sup>4</sup>

non-Hispanic Black adults (10.6%) than non-Hispanic White adults (8.2%)<sup>5</sup>

Approximately 1 million people in the US had an ED visit for asthma in 2020 <sup>6</sup>

CDC Underlying Cause of Death 2018-2023 vis AAFA

Black people in the U.S. are nearly 2 times more likely to die from asthma than White people in the U.S.<sup>7</sup>

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1 Alameda County PHS Asthma Initiative

2 Prescription Drug Cost Transparency Report

3 Prescription Drug Cost Transparency Report

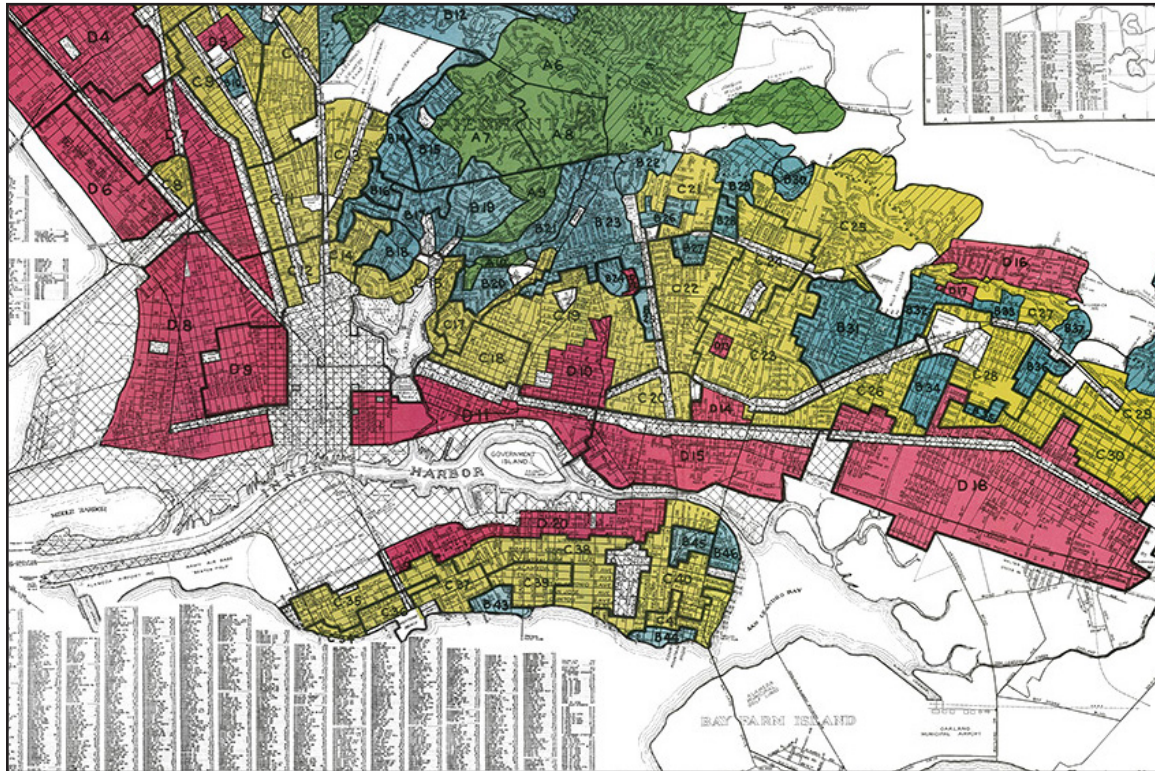
4 Pate CA, Zahran HS. The Status of Asthma in the United States.

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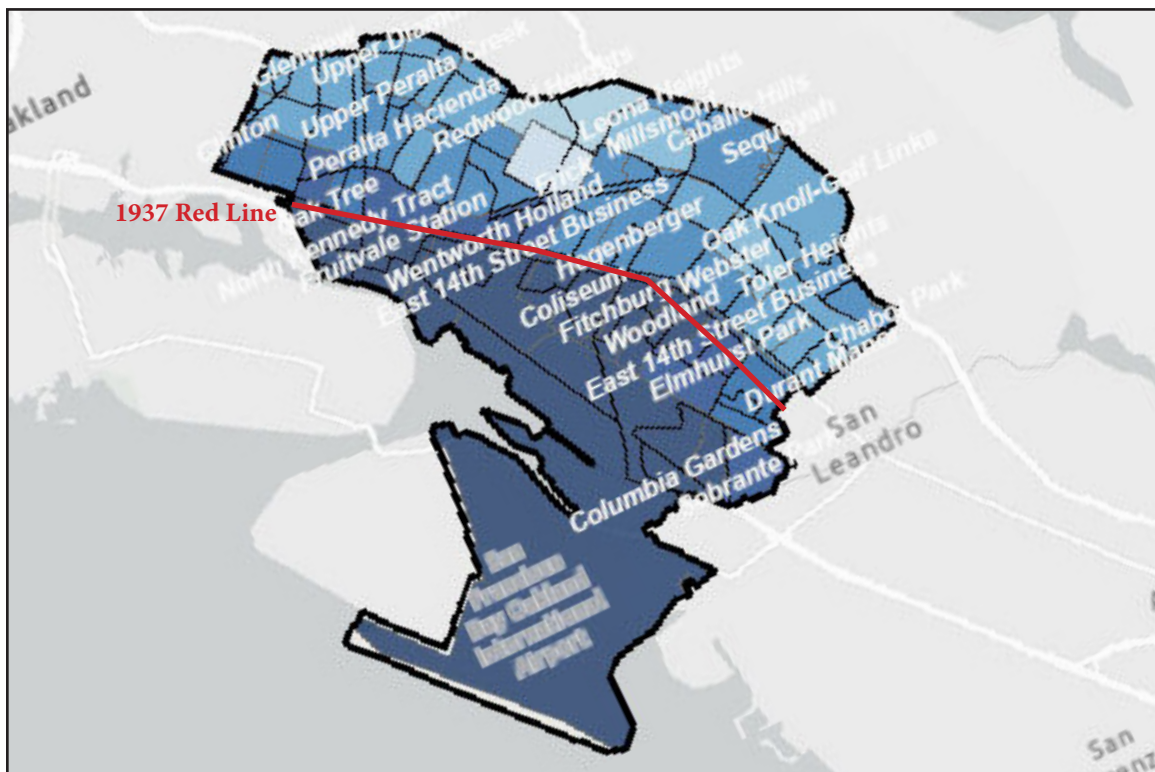
6 Pate CA, Zahran HS. The Status of Asthma in the United States.

7 Asthma and Allergy Foundation of America

1937 Redlining Map



2023 Air Pollution Map (CalEnviroScreen)



Spatial analysis of Oakland shows an estimated 3:1 disparity in off-sale alcohol outlet density between the flatlands and the hills. For every 1 off-sale liquor outlet in the Oakland Hills, there are approximately 3 in the flatlands. This over-concentration aligns with higher rates of violent injury, youth exposure near schools, and reduced access to healthy food retail.

## Existing Legal Tools Already Available

- California Business & Professions Code §23958.4 – ‘Undue Concentration’ allows denial or conditioning of licenses in over-saturated census tracts or high-crime reporting districts.
- ABC Public Convenience or Necessity standard shifts burden to applicants when undue concentration is found.
- Oakland Conditional Use Permit (CUP) authority allows denial, conditioning, or revocation for violations or nuisance impacts.
- Oakland nuisance abatement authority permits suspension or revocation for chronic criminal activity.
- Oakland Tobacco Retailer Licensing demonstrates local authority to regulate harmful retail.
- SB 1000 Environmental Justice requirements mandate addressing disproportionate burdens in disadvantaged communities.
- CEQA cumulative impact analysis supports scrutiny of new or expanded alcohol outlets.

## Community Action Goals

- Freeze new alcohol licenses in over-concentrated tracts through automatic protest and formal undue concentration findings.
- Reopen and review Conditional Use Permits for stores with repeated violations or nuisance activity.
- Establish conversion standards for stores choosing to remain (fresh produce requirements, SNAP/WIC participation, removal of high-alcohol single-serve products).
- Create a public dashboard tracking outlet density and school proximity.
- Set measurable reduction targets (e.g., 15% reduction over five years in highest-density tracts).

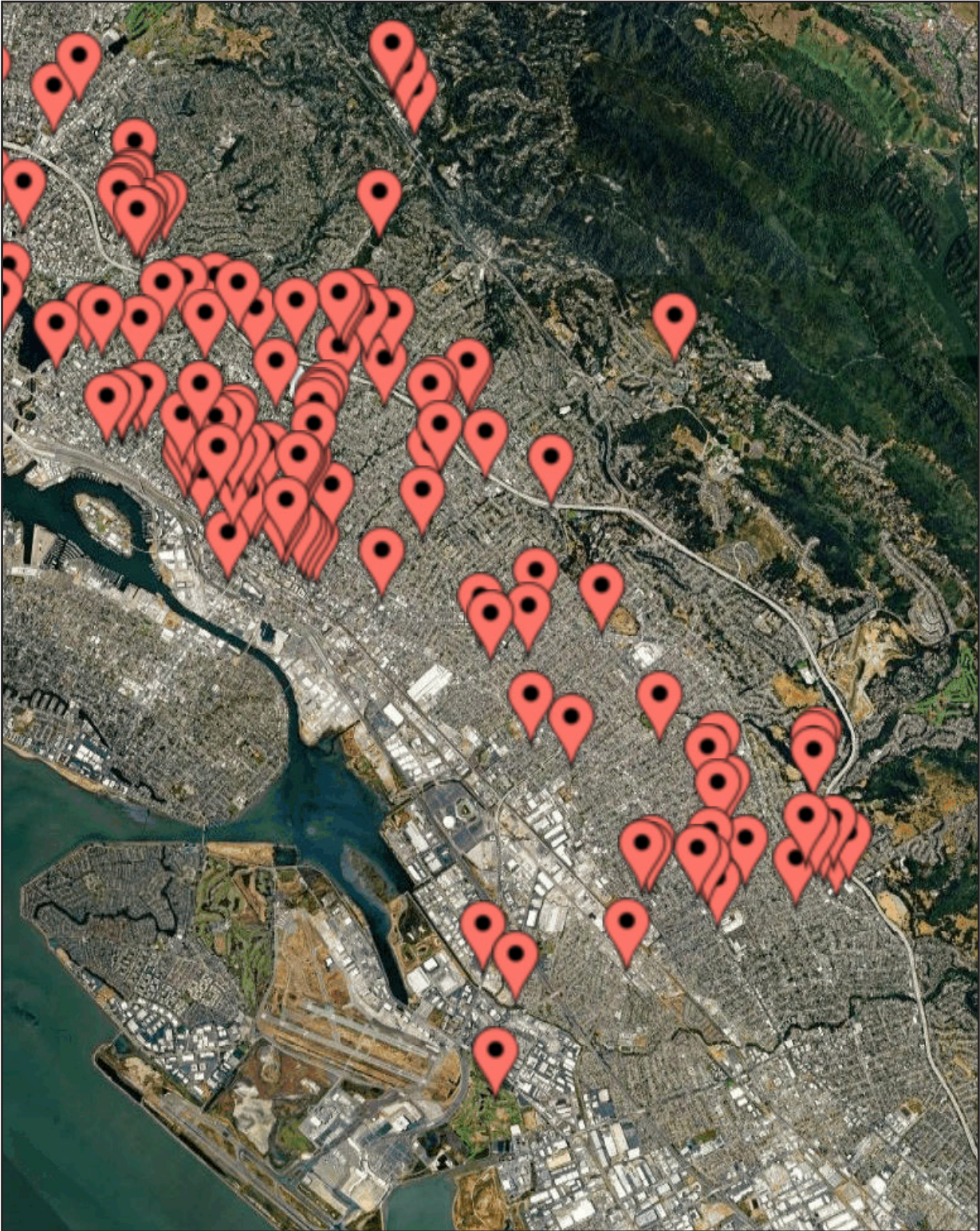
## Policy Rationale for Removal or Conversion

- Public Safety: Higher alcohol outlet density is associated with increased violence and injury.
- Youth Protection: High exposure near schools normalizes harmful products.
- Health Equity: Flatlands communities already face higher asthma, diabetes, and injury rates; over-concentration compounds harm.
- Food Access: Stores in food deserts that do not meaningfully provide fresh food fail the public convenience standard.
- Zoning Fairness: If hillside neighborhoods are protected through stricter permitting, equitable standards must apply citywide.

## Conclusion

This initiative is not about targeting small businesses. It is about correcting structural over-concentration and restoring balance. The legal tools already exist. The responsibility now is enforcement, equity, and measurable action.

### East Oakland Liquor Stores 2025



The map highlights the density of liquor stores in East Oakland. (ABAT Records Report)

# Health Impacts of Surface Source Pollutants

Developed as a LIFERS-initiated research effort in East Oakland, this report establishes illegal dumping as a persistent community protection threat that exposes residents to layered chemical pollutants, worsens respiratory and chronic health conditions and undermines neighborhood stability and dignity.

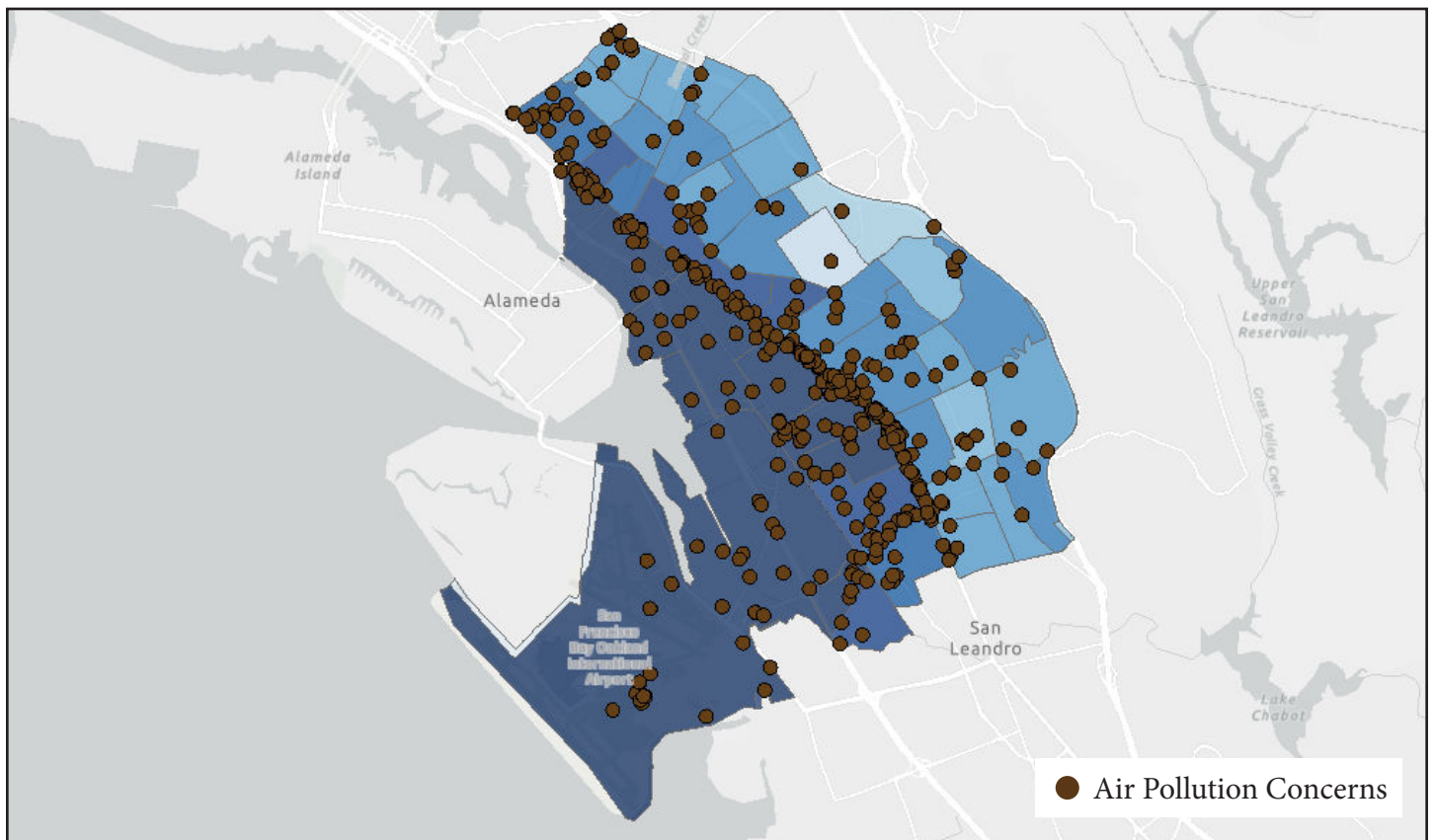
Illegal dumping sites function as uncontrolled sources of chemical-causing pollutants including volatile organic compounds (VOCs), particulate matters, mold-related toxins, and decomposition byproducts. These pollutants accumulate over time and interact with existing pollution burdens, producing cumulative health impacts that disproportionately affect communities already identified under AB 617, CARB cumulative impact screening, and Community Emissions reduction Plan (CERP) frameworks.

This report calls for vigorous reinforcement of community protection measures, recognition of community leadership in defining and addressing dumping impacts, and sustained financial and operational support from agencies and cities to enable cleanup, prevention, and long-term protection.

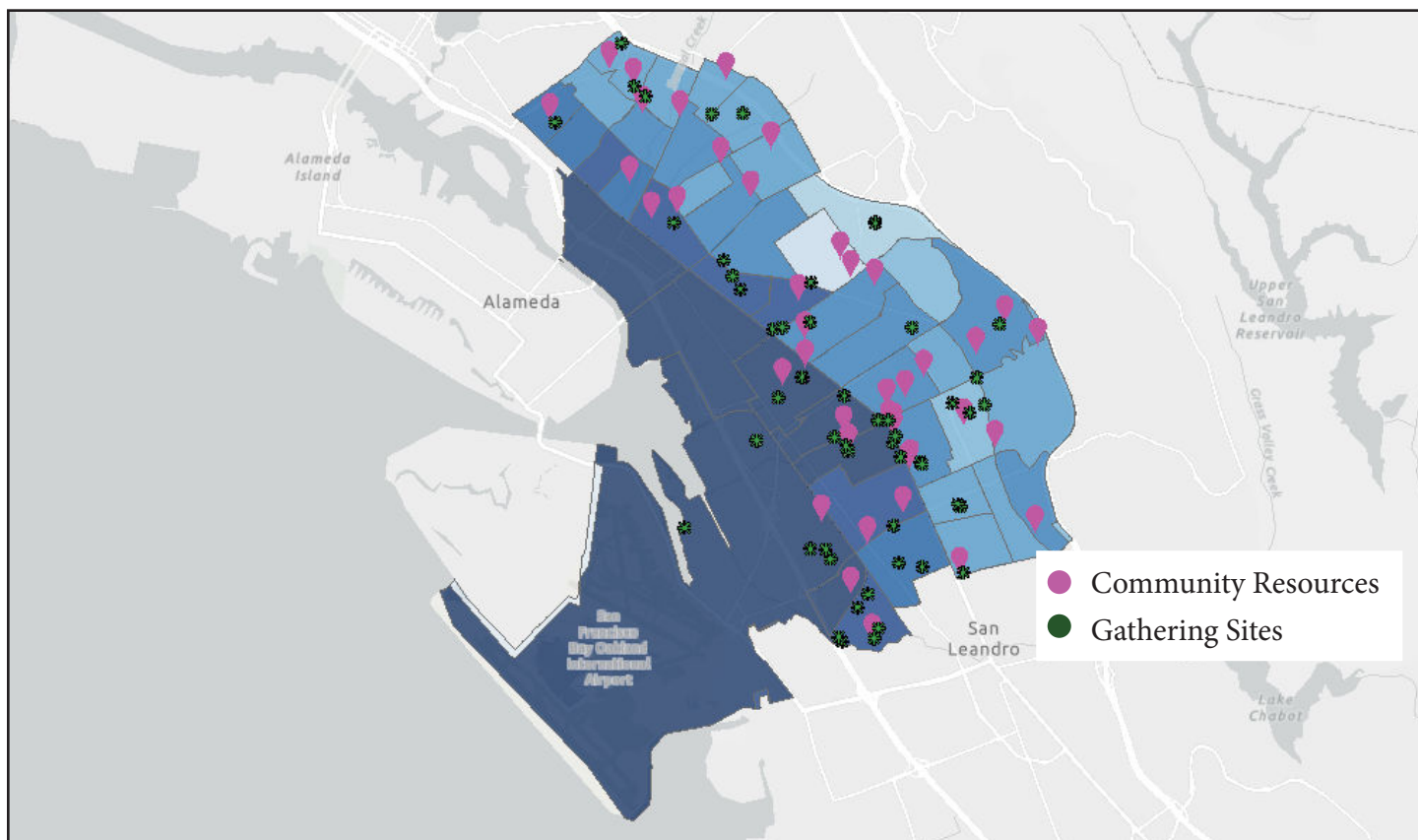
## Legislative Context: AB 617 & Community Emissions Reduction Plans (CERP)

Assembly Bill 617 (AB 617) mandates community-level air monitoring and the development of Community Emissions Reduction Plans (CERPs) to reduce localized air pollution in disproportionately impacted areas. Illegal dumping and dump-related fires generate particulate matter, toxic air contaminants, and volatile organic compounds that directly impact front line communities. The Bay Area Air Quality Management District (BAAQMD) has now acknowledged that illegal dumping emissions were previ-

## Community Mapping - Sites of Concern



## Community Mapping - Community Strengths and Resources



ously omitted from enforcement and emissions accounting frameworks.

### Required Action Under CERP Implementation:

- Allocate CERP funds to establish HAZWOPER-certified training programs for impacted residents.
- Deploy enforcement penalty funds to create living-wage environmental remediation jobs.
- Utilize Community Benefits Fund resources to support equipment, protective gear, and technical supervision.
- Integrate illegal dumping eradication as a formal emissions-reduction strategy under AB 617.
- Track emissions reductions resulting from dump-site removal and fire prevention.

Lifers (Lifers – Leaving A Legacy) has already removed over 20 tons of illegally dumped waste and engaged in hazardous material identification and remediation. This demonstrated capacity positions Lifers as a qualified implementation partner within a funded CERP workforce strategy.

This is not symbolic programming. It is a corrective public health obligation. Illegal dumping creates measurable emissions. Recognition under AB 617 requires material mitigation. BAAQMD and CARB must fund training, employment, and education initiatives that equip community members to reduce emissions, protect neighborhood air quality, and restore environmental dignity.

## LIFERS HELP ACHIEVE SUSTAINABLE DEVELOPMENT GOALS

Lifers Leaving a Legacy is dedicated to changing the conditions of poverty. Poverty equals poor health and lack of decent employment. That is why Lifers Leaving a Legacy organizes community cleanups and air quality investigations to ensure the air we breathe is healthy. These cleanups help employ, educate, and empower at-risk youth and community members of all ages.



End poverty in all its forms everywhere.



End hunger, achieve food security and improved nutrition and promote sustainable agriculture.



Ensure healthy lives and promote well-being for all at all ages.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



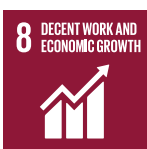
Achieve gender equality and empower all women and girls.



Ensure availability and sustainable management of water and sanitation for all.



Ensure access to affordable, reliable, sustainable and modern energy for all.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



Reduce inequality within and among countries.



Make cities and human settlements inclusive, safe, resilient and sustainable for all.



Ensure sustainable consumption and production patterns.



Take urgent action to combat climate change and its impacts.



Conserve and sustainably use the oceans, seas and marine resources for sustainable development.



Protect, restore and promote sustainable use of terrestrial ecosystems and reverse land degradation and halt biodiversity loss.



Promote peaceful and inclusive societies and sustainable development, and build effective, accountable and inclusive institutions.



Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

GET INVOLVED AT:

[LIFERLEGACY.ORG](https://liferlegacy.org)

**Community of Concern:** undeserved populations such as low-income households and people of color

**Cultural Integrity:** respecting and preserving generational knowledge and traditions

**Cumulative Impacts:** combined impacts from chemical stressors and non-chemical stressors.  
**Examples of Chemical Stressors:** Volatile organic compounds (VOCs) and air pollution  
**Examples of Non-chemical Stressors:** Displacement, Lack of education and employment opportunities, proliferation of liquor stores

**Green Workforce:** community clean-ups and education that promote sustainability and energy efficiency

**HAZWOPER:** Hazardous Waste Operations and Emergency Response

**Health Impacts:** Changes in health outcomes resulting from various sources of exposure

**Prevalence:** common

**Proliferation:** the rapid and excessive spread of something.

**Red Lining:** Act passed in 1937, discriminatory practices by financial institutions to deny loans and services based on race rather than credit-worthiness

**Sustainable:** capable of being continued with minimal impacts on the environment and future generations

**Systemic:** affecting an entire system or community

## Resources

### Employment:

#### BUILDING OPPORTUNITIES FOR SELF-SUFFICIENCY (BOSS)

The BOSS Career Training and Employment Center (CTEC) helps each participant:

- (1) Define personal career goals;
- (2) Position themselves with employers;
- (3) Develop technology skills;
- (4) Build a professional network (including mentors);
- (5) Remove barriers to employment, and;
- (6) Secure living wage employment.

1918 University Ave, Suite 2A

Berkeley, CA 94704

info@self-sufficiency.org

Tel: (510) 649-1930

#### LA FAMILIA COUNSELING SERVICE (ALLIANCE FOR COMMUNITY WELLNESS)

La Familia provides a comprehensive employment program, Reentry Employment Program (REP), that leverages a continuum of reentry services to support the whole person. Program phases:

- (1) Outreach;
- (2) Intake and Orientation;
- (3) Career Assessment and Plan Development;
- (4) Case Coordination;
- (5) Employment Skills Training;
- (6) Transition Work Program;
- (7) Participation;
- (8) Job Placement/Retention and Employment Case Management
- (9) Program Completion.

#### LAO FAMILY COMMUNITY DEVELOPMENT

The principles of the Risk-Need-Responsivity model are used to guide the Lao Family Community Developments program, which includes:

- (1) Early engagement;
- (2) Employment pre-training;
- (3) Placement and retention; and
- (4) Wrap around services to remove barriers.

#### SUCCESS CENTERS

Success Center provides a comprehensive, evidence-based program that aims to create a career path and place participants in long term, sustainable, full or part-time, paid employment with a range of benefits (medical, dental, retirement, etc.) to support participants' movement toward self-sufficiency.

**CENTER FOR EMPLOYMENT OPPORTUNITIES,** CEO provides a comprehensive employment program comprised of the following four key components:

- (1) Training;
- (2) Transitional employment;
- (3) Job coaching and placement;
- (4) Retention services.

#### YOUTH EMPLOYMENT PARTNERSHIP (YEP)

YEP's program includes:

- (1) Comprehensively assessing participants for basic skills, supportive service needs, vocational suitability, and interests (assessment includes Math and English grade levels, employment experience, personal and career interests and goals, employment and educational barriers, employability soft skill levels, family history and social connections, and supportive service needs);
- (2) Provide comprehensive case management (upon entry and assessment, each participant will be paired with a Case Manager) and develop an Individual Service Strategy to remove barriers to employment, education, and self-sufficiency;
- (3) Help participants obtain a drivers license, bank account, and other work eligibility documents;
- (4) Provide 80-hours of employability soft skills development classes;
- (5) Ongoing, weekly job development training (e.g., cover letter writing, resume development);
- (6) Subsidized employment in one of three vocational tracks: (a) Construction, (b) Warehouse & Logistics, (c) Culinary Arts;
- (7) Re-enroll high school dropouts in YEP's high school credit recovery program, Opportunity Academy;
- (8) Provide job placement assistance and retention support upon completing the program, and;
- (9) Provide postsecondary education.

Address: 2300 International Boulevard

Oakland, CA 94601

510-533-3447

#### OAKLAND PRIVATE INDUSTRY COUNCIL

Committed to diversity, equity, and inclusion and ensure the availability of relevant career services for job seekers, including adults, dislocated workers, youth, and young adults. Provides resources for employers to assist in talent identification, training and upskilling, and retaining their work.

Address: 1000 Broadway, Oakland, CA 94607

Contact: (510) 858-6742

## RUBICON PROGRAMS

The principles of the Risk-Need-Responsivity model and plan are used to provide services to program participants. The program will utilize the risk and needs information provided from Probation to develop their Individualized Empowerment Plan. The onboarding will occur before implementing the employment program over three phases. Phase I is job Readiness, Phase II is Job Placement and Phase III is for Retention and Advancement Services.  
Address: 2500 Bissell Avenue,  
Richmond, CA 94804  
Contact: 510-412-5725

## Opportunities:

### LU LU'S HOUSE

Provides safe and affordable housing for men in Oakland California. Lu Lu's House helps men transition into society and find permanent housing.  
Contact:  
510-677-7365//510-472-2594

### LEGACY HOUSE

Provides safe transitional housing for men in Oakland California. Provides free job training and HAZWOPER training. Helps men transition into society and find permanent housing. Emergency response center.  
Address: 1349 International Blvd, Oakland, CA 94601.  
Contact: 510-677-7365//510-472-2594

### ROOTS COMMUNITY HEALTH CENTER

Uplifts those impacted by systemic inequities and poverty. We accomplish this through medical and behavioral health care, health navigation, workforce enterprises, housing, outreach, and advocacy.  
Contact:  
925 International Blvd.  
Oakland, CA 94603  
510-777-1177

### BLACK CULTURAL ZONE

Provides employment opportunities, provide affordable housing, preservation of art and culture, and community transformation..  
Contact:  
8321 International Blvd.,  
Oakland, CA 94621  
info@Blackculturalzone.com

## ALAMEDA COUNTY PUBLIC DEFENDERS 21

Zealously protects and defends the rights of our clients through compassionate and inspired legal representation of the highest quality, in pursuit of a fair and unbiased system of justice for all.  
Address: 1401 Lakeside Drive, Ste. 400  
Oakland, CA 94612-4219  
Contact:  
510-677-7365, 510-472-2594

## Education:

### BAY AREA COMMUNITY RESOURCES(BARC)

Opportunity Works program provides an education/career reentry program that will enroll eligible clients from the realignment population and place them in career-oriented higher education pathways at College of Alameda. The program includes wraparound support, peer mentorship, academic and career counseling, job development, placement and retention services, and follow up. Students will work toward an academic degree or technical certification, either through BACR's pathway academies in Transportation, Distribution and Logistics (TDL) or Auto Tech, or through another technical education program that offers certification.

### CHABOT COLLEGE

Through their Restorative Integrated Self-Education (RISE) program, Chabot expands access for and supports the success of returning citizens in higher education by providing a comprehensive, evidence-informed program that offers support with student enrollment, designated counselors, substance abuse support, RISE Scholars support groups, peer mentors, snacks, transportation assistance, support with books and supplies, tutoring, workshops and activities.

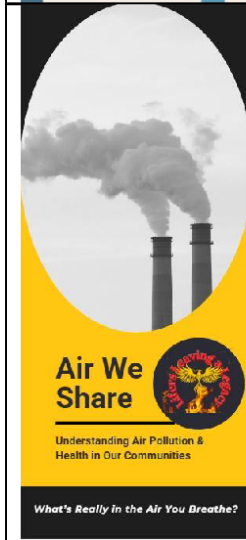
### LANEY COLLEGE

Through their Restoring Our Communities (ROC) program, Laney expands access for and supports the success of returning citizens in higher education by providing a comprehensive, evidence-informed program that offers tutoring, a safe space, book vouchers, computer access, daily food vouchers, financial literacy and coaching, transfer to a four-year university and record reduction or engagement.

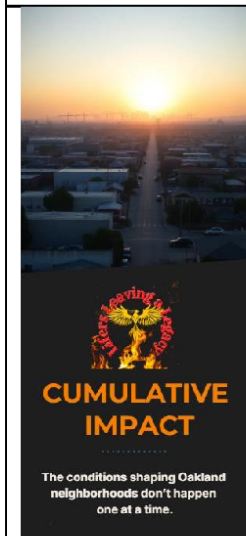
# Our Initiatives



**Community Science recognizes that the people most impacted by environmental issues are experts in their own communities. [Learn More](#)**







**Air pollution is anything in the air that can harm our health. [Learn More](#)**



**Cumulative impact describes how multiple environmental and social stressors combine over time to affect health and quality of life.**



 <p>Community Clean-Ups Reducing Emissions. Protecting Oakland.</p>		<p>Removing dumped waste early prevents pollutants from spreading and limits exposure at the neighborhood level. <a href="#">Learn More</a></p> 
 <p>Local Information for Environmental Reporting System <b>LIFERS</b></p>		<p>With LIFERS, Oakland has its own watchdog — making sure violations are seen, voices are heard, and action is taken. <a href="#">Learn More</a></p> 

Visit [LiferLegacy.org/Initiatives](https://LiferLegacy.org/Initiatives) to learn more

