

2024 IMPACT REPORT

**EAST BAY HOUSING
ORGANIZATIONS**

Powerful Legacy, Powerful Future



TABLE OF CONTENTS

01	<u>Introduction</u>	13	<u>Policy Work</u>
02	<u>Powerful Legacy, Powerful Future</u>	17	<u>Onward for a Powerful Future</u>
05	<u>Building Community Power</u>	19	<u>About EBHO</u>
10	<u>Election Work</u>	21	<u>Financial Summary</u>

Impact Report Team

Kate Young, Communications Manager

Lindsay Haddix, Executive Director

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Introduction

Dear Members, Partners, and Supporters,

The first months of 2025 have been a whirlwind, and in many ways, the events of last year already seem a distant memory. That's why the team here at East Bay Housing Organizations (EBHO) is offering this Impact Report to reflect on and celebrate all that we accomplished together in 2024.

Last year, we celebrated a huge milestone: Our 40th anniversary! We chose a theme that honored our community as the keepers of EBHO's legacy and the makers of its future "Powerful Legacy, Powerful Future." We spent the year lifting up the voices of those who were literally foundational to EBHO's beginnings in 1984, when we started out as Oakland Housing Organizations (OHO) with just one part-time staff member and a whole lot of volunteer sweat equity.

From those humble beginnings, EBHO has grown tremendously—not just in staff size, but in membership, impact, and reputation.

For 40 years, the EBHO community has demonstrated remarkable dedication, passion, and resilience in furthering our housing justice mission, and 2024 was no exception.

The contents of this Impact Report highlight some of the measurable—and immeasurable—outcomes our movement achieved last year. Behind these numbers are countless stories of kindness, perseverance, and community that are the heart and soul of EBHO and the power created when we work together in a common cause.

We extend deep gratitude to EBHO's Board and Staff members for their incredible contributions. Your leadership, dedication, and hard work have been vital to getting us that much closer to the realization of EBHO's vision: A racially and economically just East Bay where everyone has a safe, stable, and affordable home.

In community,

William Goodwin
Board President

Lindsay Haddix
Executive Director



Powerful Legacy, Powerful Future

East Bay Housing Organizations was founded in 1984 as Oakland Housing Organizations. Our movement began as a series of informal, monthly brown bag lunches where affordable housing developers, architects, advocates, City staff, and community activists gathered to discuss how to advance affordable housing in Oakland. In 1994, we renamed ourselves East Bay Housing Organizations—expanding our scope to cover all of Alameda County, and, a few years later, Contra Costa County as well.

The theme for our 40th anniversary was **"Powerful Legacy, Powerful Future."** EBHO has grown from an informal, ad hoc lunch discussion to a professionalized regional advocacy organization with more than 400 members working to protect, preserve, and produce tens of thousands of homes for elders, families, and workers. We've served as a meeting ground where people from unique life paths, with distinct professions and perspectives, can come together to consider how to best advance racial equity, community planning, and housing justice. This coordination, cross-pollination, and education has incubated many generations of Bay Area social justice leaders who speak up at council meetings, organize their neighbors, and understand how to advocate for affordable homes in multi-year community planning and policy campaigns.

We're proud of all we've achieved—from new affordable homes on redeveloped military bases to city-wide ordinances that help keep tenants in their homes. Amidst the high stakes and uncertainty here in the East Bay and around the globe, we are committed to the powerful future we will build together.

Thank you to our friends at Design Action Collective for creating our special 40th anniversary logo and branding.



40 Years, 40 Voices

To close out EBHO's 40th Anniversary year, we launched **40 Years, 40 Voices: Stories from EBHO's Four Decades of Housing Justice Advocacy**. This series of short videos highlights some of the people who make EBHO special. From the organization's first employee, founding members, resident leaders, Staff, Board, partners, and supporters old and new, so many people have contributed to the powerful legacy we share. We hope these stories inspire you as we look to the future of the housing justice movement in the East Bay and beyond. These videos, including extended cuts and a compilation of all videos, can be found on our [website](#) and [YouTube channel](#).



This series was created by Communications Manager, Kate Young. She would like to extend a very special thank you to Matty Placencia for editing and co-producing this series and for helping us tell the story of EBHO from so many different perspectives.



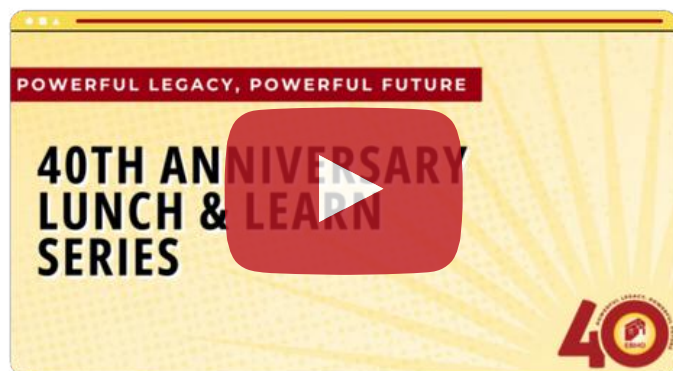
Lunch & Learn Series Launch

One of our core beliefs, as outlined in our 2023-2026 Strategic Plan, is that *Knowledge is a Path to Justice*. In an homage to the early days of EBHO, we hosted a monthly Lunch & Learn series where we learned from the forty years of successful advocacy before us and mobilized for future action. **Over 780 community members signed up to attend our 12 Lunch & Learns in 2024.**

Alongside EBHO Staff members, we welcomed many guests, including friends from Supportive Housing Community Land Alliance, Northern California Land Trust, The Kelsey, EBHO Board, Resident United Network, and All Home, to share their expertise, including lived experiences of housing insecurity, advocacy, and housing policy. From *Housing Elements 101* to a 40-year look back at EBHO's rich history, we are extremely proud of the depth and breadth of topics in this series which was free and open to the public.

- **Jan: Intro to EBHO**
- **Feb: Housing Elements 101**
- **Mar: Membership Orientation**
- **April: Understanding Housing Terminology**
- **May: EBHO's 40-Year History**
- **June: Organizer's Skill Share**
- **July: Meet EBHO's Board**
- **Aug: All About Prop 5**
- **Sept: Disability & Housing Justice**
- **Oct: Talking TOPA**
- **Nov: Ending East Bay Homelessness**
- **Dec: Goodbye 2024, Hello 2025!**

"Housing Elements 101" in February and "All About Prop 5" in August were our two highest-attended Lunch & Learns with a combined total of 130 participants!



Recordings for all of our Lunch & Learn sessions are available on our website and YouTube channel!

Building Community Power

EBHO's 40 years of advocacy began with collaboration. You can see the impact of this legacy in our [2023-2026 Strategic Plan](#), where principles such as "collective action builds power" and "more voices and representation lead to better outcomes" are foundational. These principles guide our work as we engage, diversify, and build power within our membership.

Leadership Academy & Resident Community Organizing Program (RCOP)

This year, our [Leadership Academy](#) celebrated seven new graduates. Our Leadership Academy is a six-session training program that helps leaders develop their understanding of the role that affordable housing plays in improving people's lives and the communities they live in, and how to effectively work together as advocates.



2024 Leadership Academy Graduates and several EBHO Staff.

Since the launch of Leadership Academy in 2015, over 100 affordable housing residents and staff have graduated from the program. Past graduates of Leadership Academy have gone on to serve on local and state Boards and Commissions, help draft policy that has been implemented statewide, and also joined EBHO's Board of Directors.

Advocacy Efforts & Residents United Network

Many of our members participate in statewide and regional coalitions like Housing California's Residents United Network, give input on which policies EBHO should support or oppose, and suggest ideas for ways to improve life for people who need or live in affordable homes.

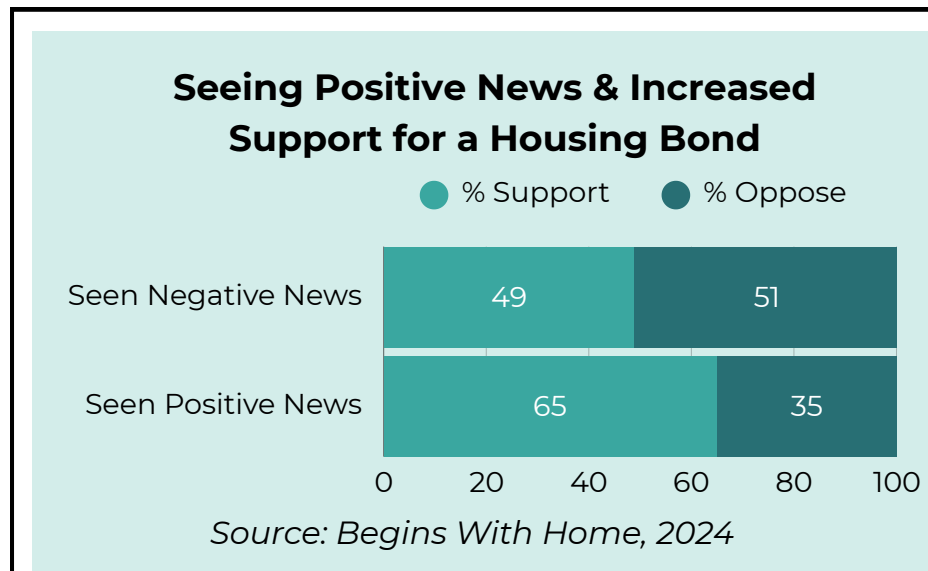


EBHO Staff, community leaders, and Residnet United Network (RUN) members at the Office of State Senator Nancy Skinner SD 09 (left), and meeting with Assemblymember Lori Wilson of AD 11 (right) in Sacramento.

In 2024, EBHO Staff and members conducted numerous advocacy visits with state legislators; our incredible Residents United Network (RUN) team worked hard to support AB 653, which passed! Because of AB 653, Public Housing Authorities will receive deeper support from the State to offer effective rental assistance to tenants through Housing Choice Voucher programs, including housing search assistance and deposit resources to help tenants with vouchers find and secure apartments in high-opportunity neighborhoods.

Digital Organizing: Utilizing New Tools to Reach the Community

We spend a lot of our waking life online, and digital organizing is an opportunity to meet people where they are and be a part of shaping what they think about affordable housing and solutions to homelessness. It's also an opportunity to invite people to take action. Research shows a strong correlation between an individual hearing positive information about housing with feeling hopeful, taking action in their community, and supporting large-scale regional policies. Because of this, we expanded our digital organizing in 2024. Working with the Nonprofit Affordable Housing Association of Northern California (NPH) and the Begins with Home Campaign, we produced and released a new series of videos on social media to engage and educate viewers about affordable housing.



We produced ten short videos that received over six million combined views across TikTok and Instagram, and strengthened coalition partnerships by amplifying each other's work on social media. Our Lead Organizer, Damion Scott, even won Housing Narrative Lab's Social Media Storytelling Award for his engaging video, "Why Can't Everyone in the Bay Area Have a Home?"!

Affordable Housing Month

EBHO works alongside our regional partners every May to host Affordable Housing Month (AHM), and we are the proud conveners for Alameda and Contra Costa counties.



At our annual Affordable Housing Month Kickoff Celebration, we honored My Eden Voice (left) for their work in building tenant power in the unincorporated areas of Alameda County, and our community leader, Ms. Cecelia Cunningham (right), for her organizing work over the past five years.

Our calendar of events—our biggest AHM to date—covered a broad range of topics and geographies. Alongside our East Bay partners, we hosted **30 events throughout Alameda and Contra Costa Counties with a reach of over 1,500 Bay Area residents.** We learned about



Maudelle Miller Shirek Community Hard Hat Tour, hosted by Resources for Community Development in Berkeley.

homeownership opportunities for middle-income communities of color, how affordable housing financing works, what kinds of art are featured in affordable housing communities in Oakland, and so much more.

The EBHO team is grateful for our Communications Intern, Olivia Grimes, and her support in preparation for Affordable Housing Month 2024.



Event coordinators and longtime friends of EBHO, Lisa Wong and Nangkeo Duarte, from Parity Events.



Team EBHO attending the Housing California Conference in Long Beach.



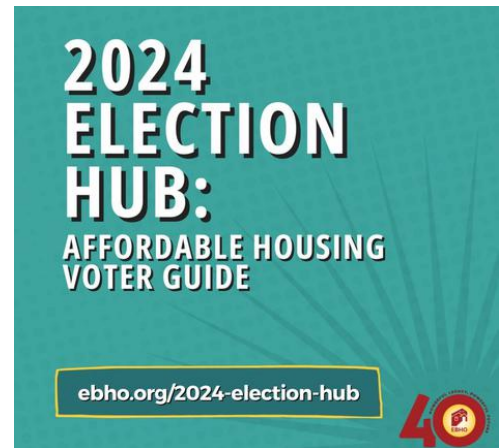
Board Member and Resident Leader, Cathy Eberhardt, tabling for Prop 5.

Election Work

As a 501(c)(3) nonprofit organization, EBHO is non-partisan and does not endorse candidates. We provide educational materials and opportunities to achieve our Strategic Plan's Goal 3: Informed voters advance housing, racial, and economic justice at the ballot box.

Election Hub

We created an online Election Hub for our members and the general public to access voting and ballot measure resources, as well as responses to candidate questionnaires and recordings of candidate forums that we hosted.



Regional Measure 4

EBHO was the lead organization in Alameda County and Contra Costa County for education and outreach for Regional Measure 4, a nine-county, \$20 billion affordable housing bond. We worked with the Bay Area Housing for All Coalition, our members, and partners to get the Metropolitan Transportation Commission (MTC) to place Regional Measure 4 on the November ballot. Although it was ultimately pulled from the ballot, we continue to be strong advocates for regional funding for affordable housing and champions of the Bay Area Housing Finance Authority (BAHFA).

Proposition 5

In 2023, Assemblymember Cecilia Aguiar-Curry introduced Assembly Constitutional Amendment (ACA)-1 to lower the voter threshold necessary to approve local general obligation (GO) bonds and special taxes for affordable housing and public infrastructure projects from a two-thirds supermajority to 55 percent. The legislation narrowly passed and then was reintroduced in 2024 with some revisions to the bill language. This revised bill (ACA-10) also passed in the legislature, clearing the way to place this California Constitutional Amendment on the ballot as Proposition 5. **EBHO supported the bill both years.**

Faith & Justice Day of Action

For more than 10 years, EBHO has hosted an annual Faith & Justice Breakfast to bring together members of faith communities working together for housing justice. In 2024, EBHO's former Faith & Justice Organizer, Ronnie Boyd, suggested we try something different for our annual faith event: We held our first-ever Faith & Justice Day of Action at



St. Mary's Center friends and presenters.

City of Refuge United Church of Christ in Oakland. **We welcomed over 100 attendees** to hear from faith leaders throughout the East Bay and participate in a training on Proposition 5, led by our partners at St. Mary's Center, which was designed to equip guests with the knowledge and tools needed to engage their communities.

Organizing the Election: By the Numbers

EBHO activated our members to action in the 2024 Election. Below are some fast stats about how we mobilized our members and engaged with the community through our election work:

- **4** days of tabling at Oakland Farmers Markets
- **6** voter registration drives
- **14** shifts of flyering at BART stations
- **20** volunteers activated
- **100+** post cards sent to key voters
- **100+** attendees at our Faith & Justice Day of Action
- **500+** doors knocked
- **1000+** views on our Election Hub resource page
- **1,550+** walk cards distributed
- **3,000** phone conversations with local suburban voters
- **100,000+** texts sent to voters

The Result

With EBHO's leadership and member contributions, Alameda County had the second highest "yes" vote in the state with 56%, being one of seven counties in California to vote in favor of Proposition 5. While the statewide result was disappointing, Alameda County's vote count indicates that our community understands the need for deep investment in proven affordable housing solutions and that EBHO has the capacity to educate and mobilize voters to support pro-housing ballot measures.



EBHO Staff at the Non-Profit Housing Association of Northern California's annual conference in San Francisco.



Voter outreach with EBHO members and friends from MidPen Housing and All Home.

Policy Work

Our policy work is guided by our Strategic Plan's Goal 1: *To change policies and land use practices to support equitable and affordable housing in our priority jurisdictions, while also providing resources and assistance in other cities throughout the East Bay.*

In 2024, **we provided written or oral comments on nearly 80 occasions** and submitted many position letters on State legislation. Some of the issues we addressed are highlighted below.

Local Advocacy

Alameda County

- Building on EBHO's joint report with My Eden Voice published in August 2023, we continued to partner with community organizations in **unincorporated Alameda County** to advocate for stronger tenant protections, including a Just Cause for Eviction Ordinance.
- EBHO advocated for several policies to **strengthen affordable housing production and tenant protections** through the County's Housing Element process, including rent stabilization, rental registry, and a Fair Chance ordinance to ensure people exiting prison and jail have access to a home.

Berkeley

- EBHO was instrumental in getting BART to adopt an affordable housing policy as part of their **Transit Oriented Development (TOD)** program in 2016; that policy requires 35% affordable housing system-wide, and at least 20% at each station. In 2024, we continued our advocacy for the maximum amount of affordable housing possible, including deeply affordable housing, at both the North Berkeley and Ashby BART stations.

Concord

- EBHO collaborated with our partners in the Raise the Roof Coalition on several campaigns, including advocating for

increased multifamily affordable housing in areas with high opportunities through the City of Concord's Affirmatively Furthering Fair Housing (AFFH) Rezoning Process.

- In 2024, the Concord City Council approved a term sheet with Brookfield Properties—the third developer to enter into negotiations with the City for the redevelopment of **Concord Naval Weapons Station (CNWS)**, which will vastly increase the number of affordable homes in the region. EBHO has been advocating for affordable housing as part of the redevelopment process of CNWS since 2007.

Oakland

- We successfully advocated for an increase in the amount of **Measure U** bond funds available in 2024 for affordable housing development projects and for mechanisms to ensure the swift commitment of those funds consistent with a fair and equitable competitive process.
- With the long-awaited completion of a 5-year study of **Oakland's Impact Fees**, we advocated for important changes to Oakland's housing impact fee program to make funds available sooner, require a higher amount of onsite affordable housing in lieu of paying the fee, and expand the Jobs-Housing fee to cover more commercial building types.
- After years of active participation in the **Downtown Oakland Specific Plan** process, the plan was adopted with the inclusion of a Zoning Incentive Program to encourage more affordable housing in the downtown area.



*Former Faith & Justice Organizer
Ronnie Boyd speaks at a press
event with Oakland People's
Budget Coalition.*

Regional Advocacy

Transportation

EBHO, with our partners in the Voices for Public Transportation Coalition, advocated with the Metropolitan Transportation Commission (MTC) for a **strong regional funding measure** on public transportation to be placed on the ballot in 2026. We seek a measure that has a progressive revenue source and that will raise enough money to not only preserve transit service in the region, but also improve and strengthen it for the future. We know that a reliable and extensive public transportation network is a critical part of making communities in the East Bay inclusive, sustainable, and affordable.

Regional Suburban Organizing Program (RSOP)

With 110 jurisdictions in the Bay Area, suburban communities have an outsized influence on housing policy decisions locally and in the region as a whole. EBHO participated in the Regional Suburban Organizing Program's (RSOP) Civic Engagement Program, which was supported by our partner Working Partnerships USA.

Over eight weeks, EBHO's Suburban Organizer, Davina Srioudom, and Senior Campaign Strategy Associate, Angelina Cornejo, led a phone banking effort with eight temporary EBHO employees. **RSOP phonebankers conducted 23,107 calls and recorded opinions from nearly 3,000 voters** about solutions to the housing crisis in the Bay Area. Our phone banking team exceeded our program goal and had the opportunity to connect with residents in suburban communities.

Key takeaways:

- People overwhelmingly think that the main factor behind the high cost of housing is not enough affordable homes.
- Nearly 80% of people surveyed said that there should be a regional approach when implementing solutions to address housing affordability in the Bay Area.

State Legislation

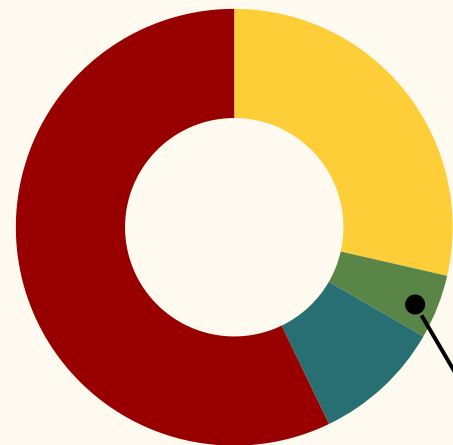
2024 was a busy year for EBHO in the State Legislature. While tracking and monitoring at least 50 bills that impacted housing justice, our member committees and Board Legislative Committee came together to **formally support or oppose 26 bills**.

The EBHO team drafted 28 letters to members of the Senate and Assembly and another **nine letters to Governor Newsom** to support our state legislative agenda. Additionally, we co-wrote or signed on to ten letters sent on behalf of coalitions and partner organizations.

Of the 21 bills we endorsed, six were signed into law, one was added to the November ballot, and three of the five bills we opposed were defeated. While there were an additional 16 bills EBHO supported that failed to pass in the legislature or were vetoed by the Governor, this followed the general trend of the year's legislative session: 2,124 bills were introduced in 2024, but less than half (1,017) became law.

Outcomes of Endorsed Bills

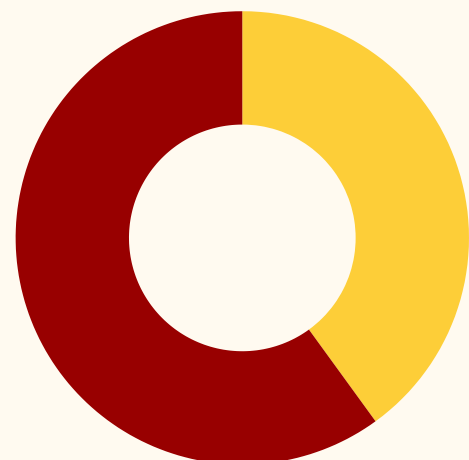
- Signed by Governor - 6
- Passed by Legislature - 1
- Vetoed by Governor - 2
- Failed in Legislature - 12



ACA-10, which EBHO supported, passed through the legislature but ultimately failed when presented to California voters as Proposition 5.

Outcomes of Opposed Bills

- Signed by Governor - 2
- Failed in Legislature - 3



Onward for a Powerful Future

While we live in uncertain times with economic, political, and climate challenges on our doorstep, **we have a plan and a team of staff and members ready to do what we must to build a powerful future.**

We will continue executing our 2023-2026 Strategic Plan with a focus on deepening our impact in unincorporated Alameda County, Antioch, Richmond, and the Tri-Valley area. We will strengthen relationships with our individual and organizational members through community outreach, educational workshops, and continuing our Lunch & Learn series. We aim to diversify our membership and engage more communities through targeted outreach to non-member supporters and connecting with new key community organizations for partnerships. Through these efforts, we aim to build stronger, more inclusive communities that actively contribute to producing, preserving, and protecting affordable housing opportunities for low-income families in the East Bay.

We will bring together our members and neighbors to connect, share information, have meaningful discussions about our mutual challenges, and celebrate our successes. We will continue to advocate for effective and strategic policy changes that help expand the number of affordable homes, keep tenants housed, and use the resources our community has available to ensure everyone in the East Bay—no matter their zip code, income, or background—has a safe, stable, and affordable place to call home.

Join us!



EBHO Staff at our 2024 Annual Membership Meeting & Celebration.

EAST BAY HOUSING ORGANIZATIONS

2024 Staff

Aaron Tiedemann
Former Policy Manager

Angelina Cornejo
Senior Campaign
Strategy Associate

Aziza Crowder
Former Membership &
Operations Manager

Briseida Ayala Rodriguez
Operations Associate

Damion Scott
Lead Organizer

Davina Srioudom
Suburban Organizer

Dolores Tejada
Former Director of
Organizing

Jeff Levin
Senior Director of
Policy

Joey Flegel-Mishlove
Policy Associate

Kate Young
Communications Manager

Kiki Poe
Chief Operating
Officer

Lavender Briscoe
Membership
Associate

Lindsay Haddix
Executive Director

Megan Nguyen
Policy Manager

Ronnie Boyd
Former Faith, &
Justice Organizer

Sasha Perigo
Former Strategic
Communications
Manager

Rev. Sophia DeWitt
Chief Program Officer

2024 Board of Directors

Angela Upshaw
Insight Housing

Aubra Levine
The Unity Council

Cathy Eberhardt
Resident Leader

Christina Mun
LeSar Holdings Inc.

Donna Griggs-Murphy
Retired

Felix AuYeung,
Treasurer
MidPen Housing

Hang Mosier, President
Satellite Affordable Housing
Associates

Kevin Leichner
Community HousingWorks

Lauline Mitchell,
Secretary
BBI Construction

Linda Coleman
Sequoia Living

Peggy McQuaid
City of Albany

Shawn Johnson
Eden Housing

Vanna Whitney
LMS Architects

William Goodwin, VP
Hope Solutions

Our Mission

East Bay Housing Organizations mobilizes the power and wisdom of our members to produce, preserve, and protect affordable housing opportunities for low-income communities in the East Bay.

Our Vision

A racially and economically just East Bay where everyone has a safe, stable, and affordable home.

Theory of Change

To meet our mission, EBHO partners with our members to deepen our impact in local communities, shift electoral and policy leadership representation, fortify the housing justice movement, and advance systematic policy change.

We Believe

Housing is a Human Right

Everyone deserves a safe, stable, and affordable home.

Housing Justice Intersects with Racial, Economic, Disability, & Social Justice

By creating affordable housing opportunities, we address historically discriminatory, unfair, unjust, and racist policies and practices .

Knowledge is a Path to Justice

We all have lived experience and expertise; we grow as individuals and as a movement by sharing it.

Collective Action Builds Power

Our advocacy starts from a position of collaboration and keeps relationships at the core.

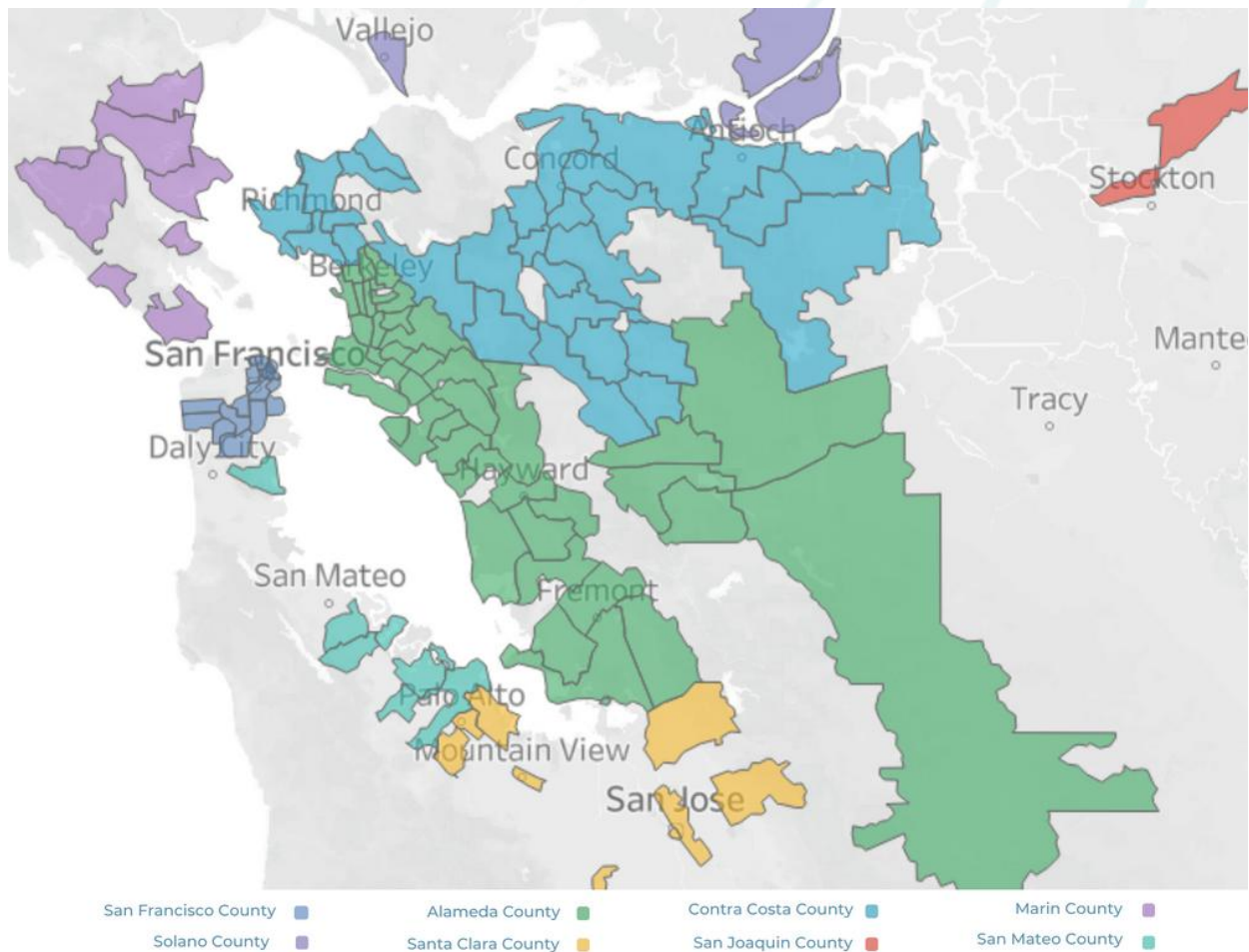
More Voices and More Representation

We strive to amplify perspectives and leadership that are less often heard and move towards transformational, rather than transactional, organizing.

Our Members

EBHO's membership is made up of 400+ organizations and individual community leaders, residents of affordable housing, advocates, and professionals working together to further the housing justice movement. While our focus is in Alameda and Contra Costa Counties we have support throughout the Bay Area and beyond. Together, we are working towards a racially and economically just East Bay to strengthen communities and advocate for equitable housing solutions throughout the region.

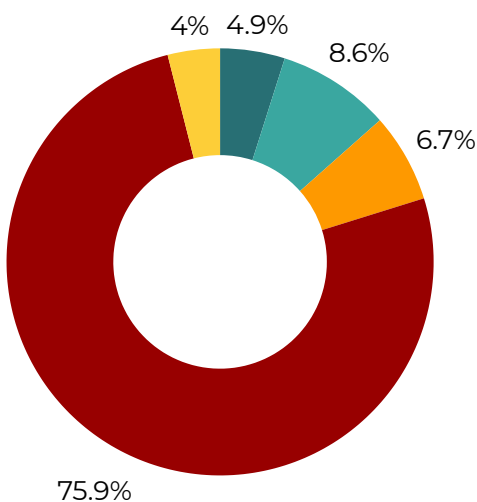
Map of EBHO Members & Supporters



Map of the geographic distribution of EBHO's 400+ organizational and individual members and supporters across the Bay Area. The boundary lines represent the zip codes where our members are located.

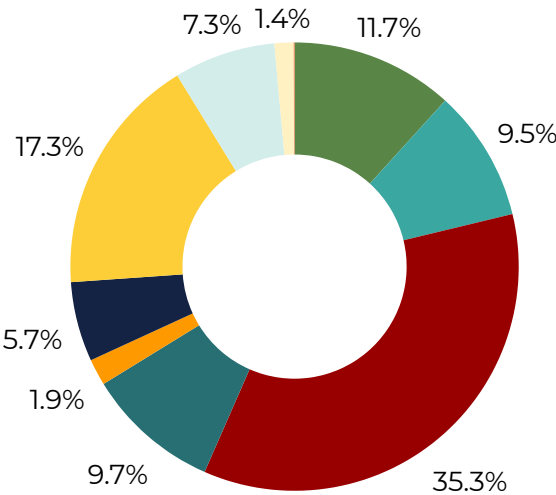
Financial Summary

Revenue



Membership Dues	\$ 69,141
Sponsorship & Ads	\$ 120,850
Banks	\$ 95,000
Foundations	\$ 1,070,700
General Donations	\$ 55,818
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Total Revenue	\$ 1,411,509

Expenses



Admin	\$ 211,165
Membership	\$ 171,119
Advocacy	\$ 636,311
AHM	\$ 173,928
Study Room	\$ 34,420
Faith & Justice	\$ 103,511
Organizing	\$ 312,323
Communications	\$ 131,784
Fundraising	\$ 24,849
Lobbying	\$ 1,108
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Total Expenses	\$ 1,800,518

EBHO's 2024 budget anticipated a deficit to spend down reserves and address priority capital and campaign needs.

Funding Partners







East Bay Housing Organizations 2024 Impact Report