

SAN FRANCISCO LATINO PARITY AND EQUITY COALITION

Summary – Findings About the Latino Community in San Francisco and Related Recommendations

May 2017

The Summary

This document presents key findings and recommendations from an in-depth research and analysis project conducted from January through March of 2017. This project focused on key issues impacting Latino life in San Francisco.

With the support of the City of San Francisco, the Coalition has undertaken a project to identify the most pressing needs impacting Latinos in five key neighborhoods: Excelsior, Bayview Hunters Point, Mission, Tenderloin, and Visitacion Valley. The Coalition hired lead-consultant Mara Perez, Ph.D. for this project.

This project includes two phases: The first phase, which ended on March 24, 2017, focused on connecting with the Latino community in the above-mentioned neighborhoods through four focus groups and a Town Hall meeting to solicit their input. Mara Perez also conducted in-depth research, centering on five areas of concentration: Education, immigration, health, housing and workforce. The end-product of Phase One was a report submitted to the City of San Francisco's Department of Housing and Community Development.

Phase Two of this project, which ends in December 2017, is dedicated to strategizing, having additional meetings with community stakeholders, including one-on-one interviews, and conducting four neighborhood summits to design a five-year strategic plan. This plan will be submitted to the City of San Francisco's Department of Housing and Community Development at the end of the year. Phase Two is currently in progress, with efforts underway for May and June to plan and conduct ten in-person interviews, and begin to design the neighborhood summits.

The table below identifies each of the areas of concentration and related key indicators, all of which guided the research conducted during Phase One.

AREAS OF CONCENTRATION AND INDICATORS FOR THIS REPORT

Area of Concentration	Indicators
Education	Early childhood education School readiness English Language Reclassification
Health	Obesity and diabetes; Food; Emergency room visits, and seniors
Housing	Homelessness Evictions Affordability Seniors
Immigration	Legal support Current immigration trends
Workforce	Income inequality Unemployment Workforce development

The full report written for Phase One is available upon request, and it provides ample qualitative and quantitative information with references to sources used during the research phase of the project. Before presenting key findings, in summary form, below is a brief overview about the Coalition.

The San Francisco Latino Parity and Equity Coalition

The San Francisco Latino Parity and Equity Coalition (SFLPEC) is a broad-based, citywide coalition working to ensure that Latinos who live and/or work in San Francisco are being justly represented and provided with the resources they need to reach their full potential. The Coalition, which represents members from leading non-profit, housing, immigration, social

service, and advocacy groups across the city, was established with the belief that the city's budget should promote investments to empower Latino communities and reduce inequities for San Francisco's Latino residents. This investment is particularly important in the wake of an unprecedented crisis centering on lack of housing affordability and a neighborhood displacement.

As many San Franciscans achieve increasing economic prosperity, Latinos in this city have been left behind. At this critical moment in San Francisco, the city's budget must protect and support its Latino residents, many of whom face significant obstacles to social and economic mobility due to language barriers, immigration status, unemployment, homelessness, or housing insecurity. The coalition seeks to inform policy and foster the social and economic achievement of the city's Latino population.

In recent years, San Francisco has undergone severe demographic shifts, which have drastically changed the city. Today, San Francisco has one of the highest levels of inequality of any major city. As the cost to live and work in San Francisco has steadily increased over the past two decades, the city's low to moderate-income Latinos have been adversely affected and rapidly displaced by more affluent residents. Without vital services to aid them, Latinos will continue to be displaced and severely underserved, while their opportunities for success will remain unnecessarily thwarted. In light of these unfortunate facts, San Francisco's Latino leadership formed the coalition to secure financial investments, and to impact public policy to sustain and promote San Francisco's Latino families.

Coalition Members

Calle 24 Latino Cultural District

CARECEN

Carnaval SF, Low Riders Council, Our Mission No
Eviction

Catholic Charities

Dolores Street Community Services

Good Samaritan Family Resource Center

Holy Family Day Home

HOMEY

Horizons Unlimited of San Francisco

Instituto Familiar de la Raza

Jamestown

La Raza Community Resource Center

Mission Economic Development Agency
Mission Educational Projects Inc.
Mission Cultural Center for Latino Arts
Mission Housing Development Corporation
Mission Language and Vocational School
Mission Neighborhood Centers, Inc.
Mission Neighborhood Health Center
Mission Neighborhood Resource Center
PODER
Vota Ya San Francisco

San Francisco - How Are We Doing?

Studies show that equity, not inequities, drive economies and people forward. Indeed, diversity plays a critical role in the advancement of regions and nations. Research show that countries and regions with greater equity perform better in a range of measures, including growth, revenue, and connections to global markets. The population of a country, or region, and its workforce need to be trained and ready to take on and contribute to the jobs of today and most importantly, the jobs of the future.

To date, there are approximately 50 million Latinos in the U.S., the equivalent of about 16 percent of the entire population. Demographic projections clearly show that by the year 2050 at least 30 percent of the U.S. population will be Latino. Moreover, by the year 2024, the U.S. will be a majority-minority country, as the White population enters a sustained decline in numbers. It is critical to understand that Latinos are one of the fastest growing racial/ethnic groups in the U.S. Latino youth represents the future, yet, still today, their educational attainment remains low; while for most Latinos their health is not optimal; their housing and economic prosperity fragile, and their immigration status is at risk.

San Francisco is home to more than 121,770 Latinos, representing a diverse, multi-cultural and multi-generational population. Here, Latinos live in the Mission and other neighborhoods, including Bayview Hunters Point, Excelsior, Tenderloin and Visitacion Valley. How is San Francisco doing in relation to the welfare and wellbeing of Latinos? Below are snapshots about Latinos in relation to education, immigration, health, housing, and workforce development.

Education and Latinos - Finding and Recommendations to the San Francisco Mayor's Office of Housing and Community Development

Education Indicators:

Early childhood education, school readiness, and English Language reclassification

<u>Key findings</u>	<u>Key recommendations</u>
<p>While 86% of Latino children attend preschool, only 49% are ready for kindergarten, compared to 68% Asians, and 85% Whites ready for kindergarten</p> <p>50% of all children not ready for kindergarten are low-income and 43% are English learners</p> <p>While low-income families enroll children in Preschool for All Providers and Head Start, families earning over \$100,000 do too, yet it is Latinos who regularly underperform</p> <p>Families with incomes below \$32,000 have lower rates of utilization of community and city resources and engagement of activities, all of which are school-readiness conducive (i.e. visits to parks, museums, zoos, etc.)</p> <p>44% of all young Latino children with special needs receive professional help, compared to 83% Whites, and 70% for African Americans and Asians</p> <p>Rates of English Language Reclassification for Spanish-speaking Latino children in the San Francisco Unified School District are significantly lower than Arabic, Cantonese, Tagalog and Vietnamese speaking children. English Language Reclassification is less than 10% for Spanish speaking children, and between 12-19% for the others</p>	<p><u>Increase investment and support for:</u></p> <p>Expanding culturally competent speech and language services for toddlers and preschoolers</p> <p>Buttressing early education programs serving Latinos, including additional funding for staff training and curriculum development</p> <p>Expanding outreach to Latino families regarding free days at museums, zoos, etc., and support for transportation</p> <p>Supporting Family Resource Centers focusing on early education entities</p> <p>Revisiting the SF School District Improvement Plan to develop/strengthen actions to improve achievement among Latino students</p> <p>Ensuring there is appropriate and ongoing monitoring and support for schools serving Latino children to remove any underlying issues that may be countering their academic achievement (institutional or other)</p>

**Health and Latinos - Finding and Recommendations to the San Francisco Mayor’s Office
of Housing and Community Development**

Health Indicators:

Obesity and diabetes, food, emergency room visits, and seniors

<u>Key findings</u>	<u>Key recommendations</u>
<p>72% of Latinos in San Francisco are obese or overweight (Whites 55.5%)</p> <p>20% of Latinos have high blood pressure (Whites 16%)</p> <p>Latino children of school age lag behind everyone else in physical fitness-58.5% of Latino 7th graders, vs. 80.8% Whites, 81.9% Asians, and 58.1% African Americans</p> <p>In San Francisco, 72% of adult Latinos consume fast food, 24.8% Whites, 33.7% Asians, and 44.4% African Americans</p> <p>In San Francisco as a whole, there are 231 preventable emergency room visits per 10,000 among people ages 18 and older, and 15 due to diabetes. In Bayview Hunters Point, there are 441 Latino such visits (age 18+), and 34 due to diabetes. In Excelsior, Mission, Visitacion Valley and Tenderloin, preventable emergency room visits by Latinos (age 18+) are similarly higher than the overall San Francisco numbers</p> <p>Mission, Outer Mission, and Excelsior see large numbers of Latino seniors living in poverty (12%, 51% and 26%, respectively)</p> <p>Low income seniors face barriers to healthcare, and experience poorer health status and outcomes relative to non-low-income seniors</p> <p>Language barriers impact the health and wellness of Latino seniors</p>	<p><u>Increase investment and support for:</u></p> <p>Increasing number of outreach/patient navigators to support Latinos in hospitals and inform the community about health programs they can access/and how</p> <p>Placing workers in community based organizations to assist Latinos with initial and renewal Medi-Cal applications</p> <p>Funding promotores to help educate the community about when to use emergency room services and identify other sources of healthcare for their non-emergency room needs</p> <p>Ensuring support for Low-income Latinos, including seniors, in Bayview Hunters Point, Excelsior, Mission, Visitacion Valley and Tenderloin</p> <p>Supporting efforts to find ways to make health food and related information accessible to Latinos</p> <p>Strengthening funding for health education programs at schools (in English and Spanish)</p> <p>Holding health fairs and support practices to enable the Latino community to bring up their cultural knowledge about healthy heritage foods</p> <p>Finding sites and supporting farmers’ markets and exploring how to build a network of healthy meals food trucks</p>

Housing and Latinos - Finding and Recommendations to the San Francisco Mayor’s Office of Housing and Community Development

Housing Indicators:

Homelessness, evictions, affordability, and seniors

<u>Key findings</u>	<u>Key recommendations</u>
<p>67% of households earning less than \$75,000 in the Mission are burdened, spending over 30% of their monthly earnings in housing</p> <p>Mission Promise Neighborhood Community Survey found that 85% of households surveyed were paying 50% of more of their income in rent</p> <p>Fear of eviction impacts low-income Latinos, who often do not make requests to their landlords to fix things because of that fear</p> <p>Lack of savings and debt challenges create fragile conditions for low-income Latinos</p> <p>26% of Latinos in San Francisco are homeless, while only 16% of the population here is Latino</p> <p>Over 8,000 Latinos have been displaced from the Mission in recent years</p> <p>High rent costs lead Latinos to find themselves in overcrowded situations to reduce expenses. This can be unsanitary, lead to stress, and negatively impact privacy</p> <p>Low-income Latino seniors often live in single rooms or in SRO hotels, facing isolations and sometimes lack access to a full kitchen, which interferes with their ability to cook and eat well</p> <p>Homelessness among seniors is a serious problem as their street mobility may be limited to due illness or pain</p>	<p><u>Increase investment and support for:</u></p> <p>Adopt the Federal definition of homelessness (“an individual without permanent housing who may live on the streets, stay in shelters, mission, single room occupancy, abandoned building/vehicle, or other non-permanent situation”) to more accurately represent, understand, and help solve Latino homelessness</p> <p>San Francisco’s Housing Lottery System represents only 6% of Latinos, thus there is a critical need to support Latinos and undocumented immigrants to find out how to be qualified for the lottery system, and how to apply</p> <p>Offer more housing opportunities at an AMI below 50%</p> <p>Housing voucher programs exist to retain San Francisco’s residents, but there is a need to develop more culturally competent outreach strategies to increase access for Latinos so they can remain in their homes</p> <p>Promote intervention efforts through rental subsidies</p> <p>Increase funding for affordable housing</p> <p>Discourage market-rate housing in low-income neighborhoods like the Mission and Bayview to reduce gentrification</p>

Immigration and Latinos - Finding and Recommendations to the San Francisco Mayor’s Office of Housing and Community Development

Immigration Indicators:

Legal support and current immigration trends

<u>Key findings</u>	<u>Key recommendations</u>
<p>Nearly 44,000 people in San Francisco are undocumented, and 34% percent of them are Latinos, amounting to nearly 15,000 people</p> <p>Fear of deportations were abundant at the focus groups held in Bayview, Excelsior, Mission, and Visitacion Valley and the Town Hall in Tenderloin</p> <p>While San Francisco is a sanctuary city, Latinos have doubts as to what constitutes a safe place to be in if there is an imminent immigration raid</p> <p>Latinos displaced from the Mission settled in other neighborhoods, but many still go to the Mission for services. Must identify service gaps in these neighborhoods (Bayview, Excelsior, Visitacion Valley, and Tenderloin)</p> <p>Lack of sufficient mental health, crisis intervention, and case management for immigrant families</p> <p>Need to ensure that 100% of immigrants have access to legal advice because in San Francisco, 100% of immigration cases served by attorneys reach good outcomes, but not all of San Francisco’s immigrants have legal counsel</p> <p>Insufficient funding at legal service non-profits, leading to backlogs and waitlists for Latinos with urgent needs for legal counsel</p>	<p><u>Increase investment and support for:</u></p> <p>Increase funding for agencies supporting Latino immigrants, (family support, counseling, and crisis intervention services)</p> <p>Remove barriers and increase access to housing opportunities, education, and healthcare for undocumented immigrants who do not qualify or fear accessing these services</p> <p>Improve efforts to communicate information about Sanctuary policy (e.g. break down explanations into easy-to-follow actionable advice)</p> <p>Enhance efforts to expand a sense of safety for undocumented residents, city-wide</p> <p>Work with legal service providers and the Public Defender’s office to ensure each person in need of legal services can have it</p> <p>Support initiatives that enable the undocumented to know what services are available, where, by whom, and when, and provide funding to create easy-to-read, bilingual flyers to be distributed across the city</p> <p>Young Latino children are under great stress and experience fear of seeing their parents being deported, thus, support service organizations that offer child-centered programs to alleviate this pain and suffering</p>

Workforce and Latinos - Finding and Recommendations to the San Francisco Mayor’s Office of Housing and Community Development

Workforce Indicators:

Income inequality, unemployment, and workforce development

<u>Key findings</u>	<u>Key recommendations</u>
<p>City-wide median household income is \$77,498, and 98,289 for Whites, and \$53,670 for Latinos, and \$43,638 for Latinos living in the Mission</p> <p>San Francisco poverty rate is 13.5%, for Latinos it is nearly 17%</p> <p>Latinos rank very low in accessing the highest job opportunities for people with high school education or less, when compared to Whites, and U.S. born Asian Pacific Islanders. Highest levels: nursing, home health aids, construction, motor vehicle operators. Lowest levels: cooks, maintenance workers, assemblers, food processing laborers</p> <p>Nearly 37% of all Latino adults work in the low-wage service industry, with hourly wages of \$10 to \$15</p> <p>17% of Latinos work in management, financial or professional occupations, compared to 63% of Whites</p> <p>MEDA’s community survey shows that unemployment rates are as high as 21% for the communities it serves (low-income Latino immigrants)</p> <p>Language barriers impede growth. Nearly 12% of San Francisco’s residents speak Spanish at home, of those, 43% report speaking English “less than very well.” In one in five Spanish speaking households, all adults over age 14 are not fluent in English, and speak primarily Spanish</p>	<p>Essential to scale people to higher incomes by offering competitive skills-based training, and subsequently match them with higher paying jobs</p> <p>Work with Latinos, including youth so that they can be trained to access employment in cutting edge and growing fields</p> <p>Engage companies working in cutting edge and growing fields to support Latino development and build a stronger Latino recruitment effort</p> <p>Increase support to organizations that provide English language training</p> <p>Advance, establish, and monitor the equity component in the areas that are of City purview</p> <p>Start or expand support to place-based strategies to strengthen job training programs</p> <p>Engage in deeper ways with the San Francisco Unified School District to strengthen counseling services to reduce drop-out rates among Latinos and build-up programs to help students find employment or apply to college</p> <p>Create robust City policy efforts towards inclusive hiring practices</p>