

HOUSING RIGHTS, INC.

WWW.HOUSINGRIGHTS.ORG

Annual Report 2004-05

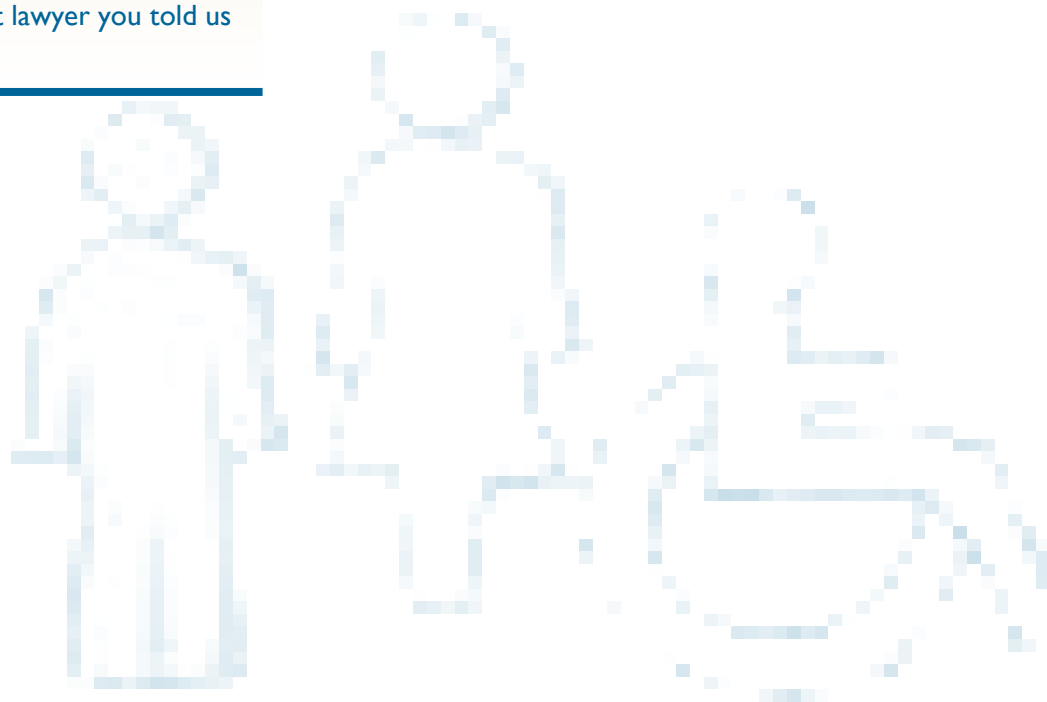
Our Second 25 Years!



What A Year!

- We celebrated our 25th Anniversary with over 200 of our closest friends!
- The Housing Rights, Inc. Lawyer Referral Service was certified (00120) by the California State Bar in August.
- We were honored to have Chris Brancart of Brancart & Brancart conduct our first Attorney Training in April: Taking Your First Fair Housing Case.
- We honored two very brave women: Congresswoman Barbara Lee and Helen Lima in April November, 2004. And mourned Helen's passing in May of 2005.

"It was six months since her first call, she was so scared. The landlord was getting worse. Not only was he looking up their dresses as they walked up the stairs, he is rubbing up against them as he passes them in the hall, comes in their apartments without knocking and when they are in the shower! They are all so afraid. They don't speak English. There are no men around. Their children are afraid too. "We are ready to speak to that lawyer you told us about."



HOUSING

From Front Page: 2004-05 Poster Contest Grand Prize Winner—Sionne Tollefsuud, Joaquin Miller School

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They had been homeless. They are so grateful to have a place to live. Yes, it is a garage. Yes, the walls are blankets hanging from the ceiling and the electricity comes through an extension cord coming from the house next door.

When they called the Police to complain about the landlord watching their two young daughters as they take showers, they were told: "He's the landlord, he can do whatever he wants. What can **we** do?"

Is that true? Isn't there anything that can be done?

Board President's Message

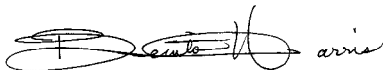
The last five years at Housing Rights has been filled growing pains and experience. We have searched for the right board members and fought to maintain programs and services for our clients during some extremely hard and lean times. We looked at our mission in the light of today's world and we knew that this was a time to stand up against discrimination if there was ever a time to do so.

The results of the hard work is that we now have a strong committed working board, a smart and dedicated staff and we have been able to grow our programming to include more types of services for the community. These are the makings of a strengthened organizational infrastructure.

The Housing Rights Awards Dinner in the spring of 2005 was a huge success. The time and effort of the board and staff was evident as we honored 25 community heroes who have dedicated themselves to advocating for the rights of those who could not advocate for themselves.

We are excited. The momentum and support that we have gained from our events, our hard work and the community over the last two years has been astounding. As Housing Rights enters it's 26th year we are determined to continue this work "Until Difference No Longer Makes a Difference".

He has just brought his baby daughter home from a two week stay in the County Hospital-asthma -so serious her life is in danger. The source of the danger? Her home. Their Public Housing Authority apartment is full of mold. They clean and then clean and it keeps coming back. Their limited English has made it difficult to advocate for themselves. Though the nurses have tried to help. All they want is another place to live, one without mold so their daughter can breathe freely.



Executive Director's Message

Secondary Heading

The purpose of a catalog is to sell products or services to a targeted audience, or to advertise upcoming classes or events. Catalogs can be a great way to market your products or services, and also build your organization's identity.

Secondary Heading

First, determine the audience of the catalog. This could be anyone who might benefit from the products or services it contains. Next, establish how much time and money you can spend on your catalog. These factors will help determine the length of the catalog and how frequently you publish it. It's recommended that you publish your catalog at least quarterly so that it's considered a consistent source of information. Your customers or employees will look forward to its arrival.

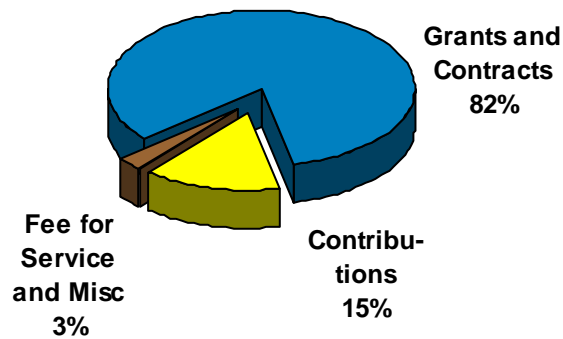
Also consider how you want to print your catalog. You can print it on a desktop printer, at a copy shop, or at a commercial printing service. In addition to your budget, the complexity of the publication—including whether you print it as a black and white or a color publication—will help determine the best method for printing your publication.

Before you print your catalog, consider how you will bind your pages. The number of pages, how the reader will use it, and whether you mail it will help you determine the type of binding. For example, if you have only a few pages and your catalog is meant to be held, you might consider folding the pages and stapling the spine. Larger catalogs that are meant to be folded flat work best with a plastic binding with punched holes, while larger publications meant to be held like a book are best served by gluing the pages, or "perfect binding."

"How pregnant were you when you fell down the stairs?" the housing rights counselor asked. That caller started laughing, "Eight months and did I look foolish!" The landlord had refused to fix the stairs for over six months. Fortunately, this time, her baby is fine - what about next time?

Financial Snapshots

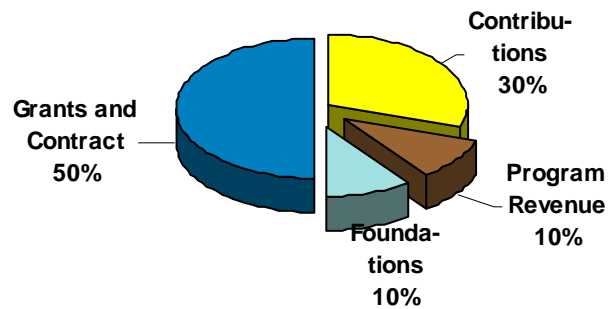
Housing Rights, Inc. Sources of Income
FY 2003-04



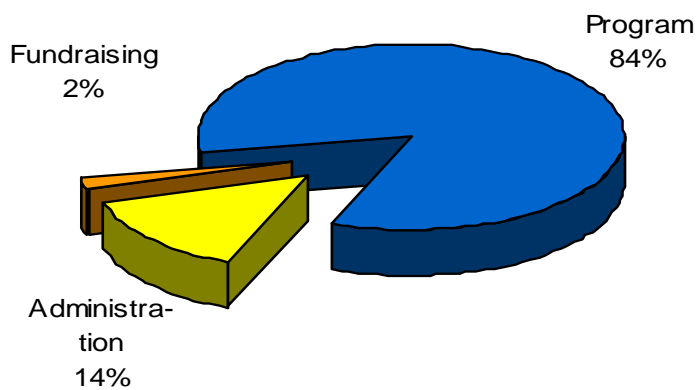
For more information regarding Housing Rights, Inc.'s non-profit status check out the Guidestar website at www.guidestar.org



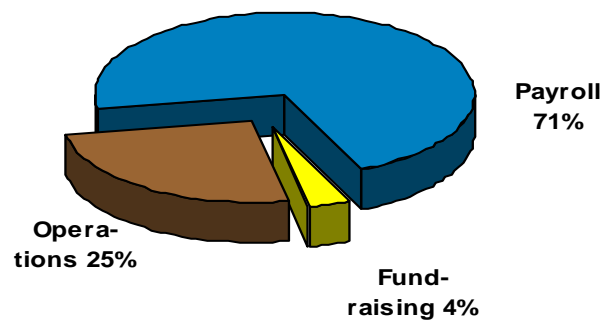
Housing Rights, Inc. - Source of Income
Five Year Goal



Housing Rights, Inc. - Program Efficiency
FY 2003-04



Housing Rights, Inc. - Expenses
FY 2004-05



Did You Know?

During the fiscal year 2004-2005

Housing Rights Inc. has five major programs:

- *Housing Rights Counseling and Advocacy*
- *Lawyer Referral Service (#120)*
- *Affordable Housing Advocacy Project*
- *Homeownership Information Center*
- *Training Program for Housing Providers*

She was laughing at the picture she was painting for the Housing Rights Counselor over the phone, "We have to use our umbrellas to use our toilet. The toilet upstairs is overflowing so bad. And the Landlord won't come by to fix it!"
What can we do to get this fixed!!?

During the fiscal year 2004-2005 we provided the following services throughout our programs:

- We directly interacted with over 13,000 people through all of our programs
- Received a total of 8,000 phone and e-mail requests for service
 - over 2,000 phone calls were from throughout the country
 - Conducted 3,147 intakes for Housing Counseling representing over 7,000 individuals
- Conducted over 200 Fair Housing Investigations
- Provided 27 workshops for Tenants and Landlords involving over 1,000 participants
- Processed over 50 referrals for legal representation through our Lawyer Referral Service (#120)
- Conducted 20 training session for renters on a variety of subjects such as homeownership and intercultural communication

Education & Outreach:

- Disseminated information to over 800 CBO's and 1,000 faith based organizations
- Distributed over 500 Safe Home Bags, part of our Safe Home Campaign
- Participated in 26 Community festivals interacting with over 2,500 area residents
- Involved over 500 children in our "Crayons in the Corner"-Fair Housing for Children Program
- Disseminated bi-monthly PSAs being seen and heard on local TV, radio and in print media
- Distributed almost 20,000 pieces of written information regarding housing rights and responsibilities

Advocacy:

- Supported and trained over 75 low income residents in the Affordable Housing Advocacy Project to advocate on behalf of themselves and the need for housing subsidies
- Distributed self-advocacy packets to 1500 households

Our website receives over 50,000 visitors yearly!!!!

Housing Rights, Inc.

...until difference no longer makes a difference.

Housing Rights, Inc. was founded by a law student who could not find housing because of her small children. We are dedicated to seeing that does not happen again....

Our Mission: Housing Rights, Inc. works to eradicate housing discrimination and to promote understanding by tenants and landlords of their rights and responsibilities through outreach, investigation, mediation, education and enforcement of fair housing laws.

Our Goals: with your help, are to eliminate discrimination in housing, prevent evictions and foreclosures and encourage diversity in our communities. We do this by assisting tenants and landlords/housing consumers and housing providers to understand their rights and responsibilities and resolve problems, so that EVERYONE will have a real opportunity to live in decent, affordable housing wherever it may be located.

Our Challenges: We find that the most significant barriers to equal access in housing are **ignorance, apathy and malice.**

Our Programs:

- Housing Rights Counseling and Advocacy
 - Fair Housing Services
 - Tenant/Landlord Services
- Homeownership Information Center
- Affordable Housing Advocacy Project
- Lawyer Referral Service (#120)
- Training Program for Housing Providers

Geographic Areas Served: We provide services in northern Alameda County and Contra Costa County.

Who We Serve:

We served over 13,000 individuals in 6,500 households during our 2003-2004 fiscal year.

- 99% of them were low, very low, and poverty level households
- 41% African American
- 23% White
- 23% Latino/Hispanic
- 4% Asian
- 1% Nave American
- 8% Other

Outcomes of Assistance

- We educate housing consumers (renters, homeowners), and housing providers (landlords, real estate professionals) of their rights and responsibilities and opportunities, thereby reducing rights abuses and tenant/landlord conflicts
- We assist housing consumers in exercising their housing rights
- We assist housing providers in following fair business practices, which protect the rights of the housing consumer and protect their business interests
- We prevent evictions, foreclosures and homelessness
- We assist low and lower income households in getting control over their financial resources and prepare for homeownership and other asset developments
- We support subsidized housing residents in 'speaking out' to the public policy decision-makers about the need for safe and affordable housing



Housing Rights Counseling

Housing Rights Counseling – Fair Housing

This service is a free, one-on-one interaction between a HRI Housing Specialist and individuals/ households who believe that they may have been discriminated against. Staff collect information/ witness information/evidence, consult with legal experts, analyze the problem, inform our client of their options based upon the facts in their complaint. Staff may then assist our clients in carrying out the option(s) that they choose.

Goals:

- End discrimination
- Remove barriers to housing choice
- Educate the public as to their housing rights, responsibilities and opportunities
- Investigate potential acts of illegal discrimination
- Assist our clients in pursuing their rights through advocacy, mediation and referral to a government agency or private attorney

Challenges Addressed:

• Discrimination based upon a person's disability	37%
• Discrimination based upon a person's race	16%
• Discrimination based upon the presence of children	10%
• Discrimination based upon a person's national origin	9%
• Failure to provide a Reasonable Accommodation	9%
• Discrimination based upon a person's 'color'	8%
• Discrimination based upon a person's age	3%
• Discrimination based upon a person's source of income	2%
• Discrimination based upon a person's sexual orientation	1%
• Other	5%

Outcomes of Investigations::

• Conciliated/Settled by Housing Rights	16%
• Conciliated/Settled by Attorney/Others	7%
• Conciliated/Settled by DFEH State	10%
• Counseling only	48%
• Closed without resolution	12%
• Pending	7%

Numbers of Individuals Assisted:

Households served: 301
 Investigations conducted: 195
 Reasonable accommodations granted: 52
 Percentage of cases successfully resolved: 33%

Housing Rights Counseling and Advocacy - Tenant/Landlord Services

This service is a free, one-on-one interaction between a HRI Housing Specialist and individuals/ households who are experiencing a conflict with their landlord or potential violation of their rights as a tenant. Staff collect information, consult with legal experts, analyze the problem, inform our client of their options based upon the facts in their complaint. Staff may then assist our clients in carrying out the option(s) that they choose.

Goals:

- for everyone to have a clean, safe and affordable home
- to assist tenants and landlords to resolve their differences
- to prevent evictions

Challenges Addressed:

- Habitability (need for repairs) 30%
- Eviction 16%
- Rent Increase 4%
- Harassment 8%
- Security Dep. 23%
- Other 19%

Activities to Address Challenges:

Services to Tenants

- Housing Counseling (provide personal phone and walk-in assistance, explaining to our clients the applicable laws or regulations and their options for action)
- Mediation (mutually agreeable resolution)
- Advocacy
- Information regarding small claims court and other self-advocacy options
- Maintain a supply of information in English, Spanish, Chinese, Korean and Vietnamese
- Distribute up-to-date material to 800 community based organizations and over 1,000 faith-based organizations
- Maintain active partnerships with City staff who are responsible for building inspections and code enforcement
- Provide workshops which educate both tenants and landlords as to their rights and responsibilities

Outcome of Assistance (during 2003-2004 fiscal year)

# Households	Outcome
1,314	Information about rights and responsibilities only
573	Self Advocacy (send self help packets)
270	Successful Self Advocacy
250	Mediation successful
370	Rights protected
60	Resolved by attorney
86	Evictions Prevented
38	Repairs made

Total Number of Families Assisted:
Over 1,401 households.

AHAP

Program: Affordable Housing Advocacy Project (AHAP)

The purpose of AHAP is to inform residents of subsidized housing, individuals who need subsidized housing and individuals who support subsidized housing regarding local, state and federal actions which impact that housing. In doing so we support the residents in raising their voices to be heard by elected officials. We also provide limited support to residents of subsidized housing complexes to form tenant associations. Our primary activity is a monthly public meeting.

Mission: to increase the supply of subsidized housing and improve conditions in existing subsidized housing, where needed, through the raised voices of the people who live in or will live in that housing. We do this by:

- Educating and informing residents of subsidized housing regarding issues which has an impact on their housing on the federal, state and local level
- Encouraging/providing opportunities for involvement in advocating for affordable housing and
- Supporting their involvement

Challenges Addressed:

Much of housing related legislation has been allowed to pass without the benefit of accurate information as to the real consequences of that legislation. For example Section 8 “voucher stakeholders are not sufficiently organized as an interest group.” And therefore, there is no recognized constituency group that must be accounted for.

People who live in subsidized housing by definition have fewer financial resources than the average person. Often they are busy raising families and trying to make ends meet. They often are on the fringes of the mainstream and therefore do not have ready access to bigger picture issues. And as there is a ‘stigma’ attached to accepting ‘welfare’ in this county (and for some accepting a governmental subsidy to help pay rent is seen as a form of ‘welfare’) residents of subsidized housing are sometimes reluctant to come forward and be identified or ‘set apart’.

Activities to Address Challenges:

- Monthly meetings are held called ‘Open Forums’. Subsidized housing residents and other interested persons are invited to attend the meetings. Local, state and federal housing issues are presented and discussed
- Newsletters and other alerts are distributed to all interested parties
- We support subsidized housing residents advocate for their best interest before local governmental bodies and assist them in conducting letter-writing, postcard sending or petition gathering activities for state or federal issues
- We have developed a website which outlines the Project at www.AHAP.info
- We have developed another website at www.savehud.org, to showcase the work of the legislative committee of Strawberry Creek Lodge (senior housing). They have collected over 6,000 signatures on petitions that were presented to Congresswoman Barbara Lee and have documented this in a video (available from Housing Rights, Inc. information is on this website.)
- We conduct “Get out the vote” activities (presentations at subsidized housing buildings, community volunteers)

Outcome of Assistance:

There is a growing number of informed and vocal advocates from among the participants of AHAP activities. One tenant leader is on the City of Berkeley’s Housing Advisory Committee (the citizen group that makes funding recommendations to the City Council for Affordable Housing.)

Homeownership Information Center (HIC)

Our Homeownership Information Center consists of a library of information available in our main office, an interactive workshop, one-on-one consultation and educational/informational workshops.

Mission: To support lower income households in the generation of 'wealth' through homeownership and other asset building activities.

Goal: Assisting our clients to achieve control over their financial matters and make practical steps toward stabilizing their households through asset building (savings, access to programs which are available to them (Earned Income Tax Credit, Child Care Tax Credit, for example) in preparation for homeownership.

Challenges Addressed:

- Lack of familiarity or trust of financial institutions
- Lack of credit or bad credit
- Non-use of financial institutions for personal banking purposes
- Lack of information by low income families and individuals regarding homeownership
- Lack of confidence in home buying potential
- Limited access to procedures, forms and computer equipment
- Long term (historical) institutional exclusion of people of color from homeownership and homeownership opportunities

Activities:

- Credit Check Analysis and Counseling
- Financial Education
- Home Ownership Orientation
- Home Buyer Education
- Homeowner Training-Protection against predatory lending
- Public Computers
- Interactive Website

Partnerships:

Housing Rights, Inc. is proud to be working with the following groups:

- CC-Match
- Bay Area Predatory Lending Task Force
- Fair Lending Consortium
- Anti-Predatory Lending Task Force (City of Richmond)
- Anti-Predatory Lending Advocates (City of Concord)



Lawyer Referral Service

Program: Housing Rights Lawyer Referral Service (#00120)

We are very proud to be certified by the California State Bar as a Lawyer Referral Service. We decided to seek this certification for several reasons:

- to improve the quality of our work on behalf of our clients by raising the standard of our work (possible preparation for referral to an attorney)
- improve access to attorneys for our clients, formalize our relationship with attorneys to improve communication
- ease the referral process and
- increase the number of attorney who represent tenant especially in Contra Costa County.

There is no charge to callers for a referral. Referrals are made after review by staff and a consulting attorney as to the merits of the facts in the case. Attorneys pay nominal fees and a percentage of attorney fees to HRI.

Mission of the LRS: To increase access to lawyers for low and lowest income households by:

- Maintaining a list of attorneys who will accept referrals of non-fee paying individuals for housing issues
- Recruiting and training attorneys to work on housing rights related cases
- Conducting outreach to inform the public about our service

Goal: It is the goal of the Housing Rights Lawyer Referral Service (a project of Housing Rights, Inc.) to provide free and low cost legal services to low and lower income households who would not otherwise have access to quality legal representation, taking into consideration the economic needs of the client so that no one is denied services due to inability to pay.

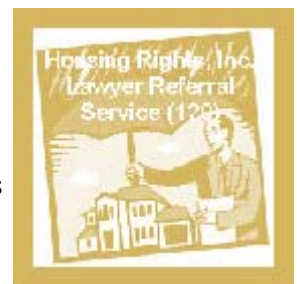
Process:

- Individuals seeking legal representation for Housing Rights related problems may access our Lawyer Referral Service by phone or over the internet
- Attorneys are recruited by word of mouth and through mailings. The application and related forms are available through our website
- Training is available to Panel members and other interested attorneys. The training is provided in collaboration with the East Bay Community Law Center
- The Housing Rights Lawyer Referral Service is operated in collaboration with other local Lawyer Referral Services

Outcome of Assistance: Low and lowest income households will receive quality and expert legal review of their housing problems, and when warranted, legal advice and legal representation. Their rights will be protected and their injury(ies) made whole.

We provide referrals to residents of Alameda and Contra Costa Counties. The attorneys on our Panel are from Alameda, Contra Costa, Santa Clara, San Francisco and San Mateo Counties.

Number of Individuals Assisted: In our first year we have processed 52 referrals. One case has been successfully settled. We have 30 referrals with attorneys at the time of this writing.



Training Program for Housing Providers

“Fair Housing is Good Business!!” (DRE ID#: 4233-1001) is a 3 hour/3 unit course approved by the California Department of Real Estate.



We have developed this workshop from our experience in working with housing providers. We believe that Fair Housing **IS** Good Business.

When a housing provider focuses upon ‘sound business practices’, he/she avoids the pitfalls that making assumptions will lead to. Sound business practices dictates that a housing provider base housing related decisions upon the following:

- A housing consumer’s ability to pay (this includes an analysis of the ‘households’ annual income and record of making payments)
- A housing consumer’s record of being a ‘good tenant’ and a ‘good neighbor’ (this applies primarily to rental situations)
- A housing consumer meeting specified criteria for government programs (this applies to subsidized housing, loan programs targeted to certain households, etc.)

Our workshop provides basic information in Fair Housing and related laws as well as providing the attendees the opportunity to explore their own understanding and assumptions of these laws.

In addition to this formal training program, HRI also conducts training programs for other housing providers such as property managers, City and County staff, and housing developers. We provide both general fair housing training as well as individually designed training programs. We are also available to provide technical assistance to our trainees as a follow-up to the training. We address a number of issues such as: language access, reasonable accommodations, senior exclusions, etc. There is a charge for the training but not for the technical assistance. If you are interested in learning more please call our Executive Director at 510-548-8776 x310.

She was a prisoner in her own home. The landlord wouldn't allow her to put in a ramp even though she had found an agency to pay for it and supervise the construction. She uses a wheelchair and has to care for her two young children (six and newborn). Not only that she has cancer and is supposed to be going to the doctor. What can she do?

Who We Are

<p>STAFF</p> <p>Executive Director: Wanda Remmers</p> <p>Program Administrator: Arlene Bradley</p> <p>Office Manager: Willi Sanchez</p> <p>Housing Specialist-Fair Housing: Julianne Prescop</p>	<p>Housing Specialist-Tenant/Landlord: Francisco Marquez</p> <p>Housing Specialist-Intake&Referral: Esteban Allard-Valdevieso</p> <p>Test Coordinator: Florence Davis</p> <p>Work-Study: Raina Chao</p> <p>Interns: Natalie Erbe, Jacqueline Cosgrove</p>	
<p>BOARD of DIRECTORS</p> <p>President</p> <p>Benita Harris Rubicon Program, Inc.</p> <p>Secretary</p> <p>Andrew Wolff Attorney at law</p> <p>Treasurer</p> <p>Alphonso Jackson R. Avelar & Assoc.</p> <p>Shirley Hochhausen Episcopal Homes Foundation</p> <p>Robert Kane Attorney at law</p> <p>Rev. Phil Lawson EBHO</p> <p>Jennifer Susskind Graduate student</p> 	<p>BOARD OF ADVISORS</p> <p>Mike Rawson Chair Founding Board Member California Affordable Housing Project</p> <p>Michelle Kuhlman Founding Board Member</p> <p>Joseph Brooks Former Board Member Policy Link</p> <p>Richard Marcantonio Former Board Member Public Advocates</p> <p>Ann Omura Former Board Member Eviction Defense Center</p> <p>Rickie Pierre Former Board Member Oakland Housing Authority</p> <p>Bernida Reagan Port of Oakland</p> <p>Steve Rasmussen Cancian Landscape Architecture</p> <p>Maria Allegría FaithWorks! City of Pinole City Council</p> <p>boona cheema Building Opportunities for Self-Sufficiency</p>	<p>VOLUNTEERS</p> <p>LAN and Computer Maintenance: Lingchuan Chen (CISCO) Michelle Reynolds</p> <p>Database Development and Maintenance: Monte Meyers</p> <p>Website Development: Vaishali Ahuja of Designlatte.com</p> <p>Special Projects: Tricia Davis</p> <p>Office Support: David, Iwuchika, Ethel</p> <p>CONSULTANTS</p> <p>Website Development: Kristin Long, www.kristinlong.com</p> <p>Organizational Development: Tracy Salkowitz</p> <p>Events: Laurie Earp, Earp Events</p> <p>Accounting: Jenny Brick, Pacific Training and Resources</p> <p>Event Planning: Cseneca Parker, Csensational Concepts</p> <p>Annual Audit: Harb, Levy, & Weiland</p> <p>LAWYER REFERRAL SERVICE GOVERNING COMMITTEE:</p> <p>Ira Jacobowitz Andrew Wolff Robert Salinas Paul Hogarth</p>

25 Local Heroes

We were very honored that these 25 individuals and organizations agreed to join in our celebration of 25 years of community service. If you don't know them, you should. Visit our website to learn more about them.



Maria Alegria & Faithworks!



Sheila Burks, Fannie Mae

E P I S C O P A L
— ■ ■ ■ ■ —
H O M E S F O U N D A T I O N



BANANAS, Inc



Supervisor John Gioia



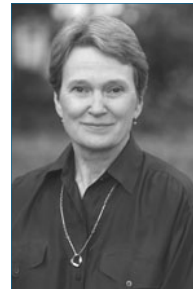
Gerald Baptiste



Jim Grow



Brancart & Brancart



Assemblymember
Loni Hancock



Luz Buitrago



Janet Kennedy



Nancy Kenyon



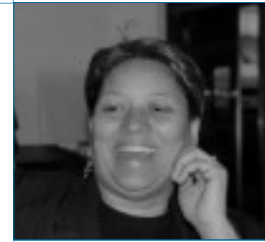
Virginia Lizarraga



Judy Sparks



Bonnie Milstein



Alvita White



James Morales



Kriss Worthington



Sharon Mosley



Eddie Ytuarte



Tom Mossmiller

25 Local Heroes Reception

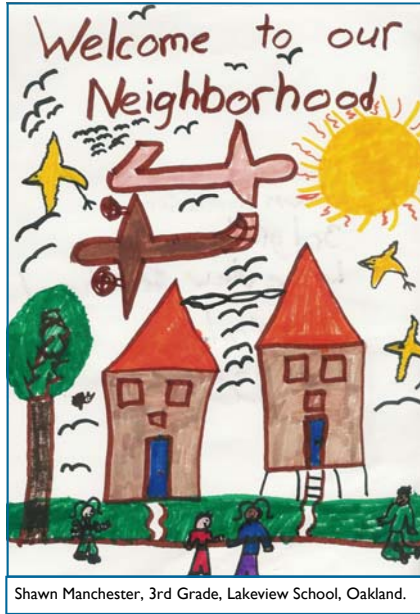


Check out our website for more pictures!



20004-05 Poster Contest Winners

Some of our 2004-05 Poster Contest Winners



Shawn Manchester, 3rd Grade, Lakeview School, Oakland.



Bobby, Joaquin Miller School, Oakland



Whitney Ly, Grade 3, Lakeview School, Oakland.



Alex Chen, Grade 4, Valley View

And Next Year....

Here's to another 25 years!

We've come this far, how hard can another 25 years be?

What to expect:

Look for justice....we are expecting wonderful outcomes from the attorneys that make up our Lawyer Referral Service (no pressure folks).

Look for a new program. Our Safe Home Project has grown by leaps and bounds. From a simple sharing of information (handing out bags of information on a variety of safety topics) to the establishment of a Healthy Home Advocate position in our office, this project has really taken off.

Look for Housing Rights, Inc. Board, Staff and Friends to tackle the tough issues:

We are engaged in community-wide responses to the threat that illegal and unfair lending practices make.

Our anti-predatory work has been focused upon the Cities of Concord and Richmond. Join us as we expand to other cities.

We continue to challenge ourselves to meet the complex needs of our immigrant neighbors and communities. Look for our third 'Housing Rights for Immigrants' conference in 2006.

Our federal government continues to reduce its response and responsibility to low and lower income individuals and households. We will continue to support the members of our communities that live in subsidized housing as they struggle to understand what is happening and why.

Look for an expanded and improved self-advocacy resource center as we encourage our neighbors to flex and exercise their 'housing rights'.

And our commitment to celebration of those heroes around us who inspire us will continue. Watch our website for the date of the next celebration! (April 27, 2006)

Housing Rights, Inc.

*"We are for
difference:*

*For respecting
difference,*

*For allowing
difference,*

*For encouraging
difference,*

*Until difference
no longer makes a
difference."*

-Johnetta Cole

Many Thanks!

Alameda County
Alice D. Correll
Alphonso Jackson
Andrew King
Andrew Wolff
Ann & Irwin Bear
Anne T. Omura
Asian Resource Center
Bananas, Inc.
Barbara J. Campbell
Bay Area Black United Fund
Benita Harris
Bernida Reagan
Bettina Aptheker
Betty Kano
Bonnie Davidson
boon cheema
Candace Kilchenman
Center for Independent Living
Central Labor Council of Contra Costa County
City of Antioch
City of Berkeley
City of Berkeley Rent Stabilization Board
City of Concord
City of Richmond
City of Walnut Creek
Community Economics, Inc.
Contra Costa County
Constance Milbrath
Corporation for Supportive Housing
Cynthia E. Harris
Daniel Rapaport
Deborah Sperber & Calvin Eng
Dianne M. Fagan
East Bay Comm. Law Center
Eastmont Town Center Co., LLC
Edith Halberg
Edward Ytuarte
Episcopal Homes Foundation
Fannie Mae
First Unitarian Church of Oakland
Frances Kofranek
Greestein and McDonald
Groundspring.org
Gubb & Barshay LLP
Hanne & Steven Rasmussen Cancian
Iris Johns

Jane L. Hysen & James R. Grow
Jane Ruth Kaplan & Donatello Bonato
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