

2024/2025

# Community Needs Assessment and Community Action Plan

California Department of Community Services  
and Development

Community Services Block Grant



## Contents

Introduction	3
Purpose	3
Federal CSBG Programmatic Assurances and Certification	3
State Assurances and Certification	3
Compliance with CSBG Organizational Standards	4
What's New for 2024/2025?	4
Checklist	6
Cover Page and Certification	7
Public Hearing(s)	8
Part I: Community Needs Assessment	10
Community Needs Assessment Narrative	11
Community Needs Assessment Results	15
Part II: Community Action Plan	17
Vision and Mission Statement	17
Tripartite Board of Directors	18
Service Delivery System	19
Linkages and Funding Coordination	20
Monitoring	23
Data Analysis, Evaluation, and ROMA Application	24
Response and Community Awareness	25
Federal CSBG Programmatic Assurances and Certification	26
State Assurances and Certification	29
Organizational Standards	30
Appendices	32

## Introduction

The Department of Community Services and Development (CSD) has developed the 2024/2025 Community Needs Assessment (CNA) and Community Action Plan (CAP) template for the Community Services Block Grant (CSBG) Service Providers network. Each agency must submit a completed CAP, including a CNA to CSD on or before **June 30, 2023**. Changes from the previous template are detailed below in the “What’s New for 2024/2025?” section. Provide all narrative responses in 12-point Arial font with 1.15 spacing. When the CNA and CAP are complete, they should not exceed 65 pages, excluding the appendices.

## Purpose

Public Law 105-285 (the CSBG Act) and the California Government Code require that CSD secure a CAP, including a CNA from each agency. Section 676(b)(11) of the CSBG Act directs that receipt of a CAP is a condition to receive funding. Section 12747(a) of the California Government Code requires the CAP to assess poverty-related needs, available resources, feasible goals, and strategies that yield program priorities consistent with standards of effectiveness established for the program. Although CSD may prescribe statewide priorities or strategies that shall be considered and addressed at the local level, each agency is authorized to set its own program priorities in conformance to its determination of local needs. The CAP supported by the CNA is a two-year plan that shows how agencies will deliver CSBG services. CSBG funds are by their nature designed to be flexible. They shall be used to support activities that increase the capacity of low-income families and individuals to become self-sufficient.

## Federal CSBG Programmatic Assurances and Certification

The Federal CSBG Programmatic Assurances are found in section 676(b) of the CSBG Act. These assurances are an integral part of the information included in the CSBG State Plan. A list of the assurances that are applicable to CSBG agencies has been provided in the Federal Programmatic Assurances section of this template. CSBG agencies should review these assurances and certify that they are complying.

## State Assurances and Certification

As required by the CSBG Act, states are required to submit a State Plan as a condition to receive funding. Information provided in agencies’ CAPs will be included in the CSBG State Plan. Alongside Organizational Standards, the state will be reporting on [State Accountability Measures](#) in order to ensure accountability and program performance improvement. A list of the applicable State Assurances and the agency certification for them are found in the State Assurances section of this template.

## Compliance with CSBG Organizational Standards

As described in the Office of Community Services (OCS) [Information Memorandum \(IM\) #138](#) dated January 26, 2015, CSBG agencies will comply with implementation of the Organizational Standards. CSD has identified the Organizational Standards that are met through the completion of the CAP and the CNA. A list of Organizational Standards that will be met upon completion of the CAP can be found in the Organizational Standards section of this template. Agencies are encouraged to utilize this list as a resource when reporting on the Organizational Standards annually.

## What's New for 2024/2025?

**Community Action Plan Workgroup (CAPWG).** In summer 2022, CSD organized a workgroup to inform the development of the 2024/2025 CNA and CAP. Workgroup members were selected from the CSBG Service Provider network and the ROMA Coalition. The feedback CSD received from the workgroup has informed not only the 2024/2025 template but also the accompanying CAP training scheduled for mid-December 2022.

**Public Hearings – Additional Guidance.** The public hearing requirement has been modified. Two years ago, we were in an active pandemic due to the COVID-19 virus. The public health guidelines throughout the state advised communities against large gatherings. CSD advised agencies to follow public health protocols and hold public meeting virtually if an in-person meeting was not an option. For the public hearing on the 2024/2025 draft CAP, CSD requests that agencies conduct in-person, virtual, or hybrid public hearings. While transmission rates of COVID-19 remain high in many communities, agencies are requested to follow their local public health guidelines when deciding in which format to conduct the public hearing. For more information, please see the Public Hearing section of this template.

**CNA Helpful Resources.** The Helpful Resources section in Part I: Community Needs Assessment contains additional data sets and resources. On recommendation of the CAPWG, CSD has added data sets from the Massachusetts Institute of Technology, the University of Wisconsin, and a point-in-time data set from the U.S. Department of Housing and Urban Development. We have also added links to the Local Agencies Portal where you can find examples of completed Community Needs Assessments and project timelines from the CSBG Service Providers network.

**Part II: Community Action Plan.** The number of questions in the Tripartite Board of Directors, Service Delivery System, Linkages and Funding Coordination, and Monitoring sections has changed. Questions were removed because it was determined that agencies meet these reporting requirements through other CSBG work products such as monitoring and Organizational Standards. In the Service Delivery System and Linkages and Funding Coordination sections, new questions were added. These questions will be covered during the template training webinar.

**Sunset of COVID-19 Flexibilities.** In the 2022/2023 template, CSD allowed agencies to indicate on selected questions whether there were changes to the response provided in the 2020-2021 CAP or whether agencies would like CSD to accept the 2020-2021 response without adaptations. This option was an effort to reduce administrative burden on agencies during the COVID-19 pandemic. While



CSD has retained some of the flexibilities developed in the previous template, the option for agencies to reference responses in their prior CAP has been discontinued.

**Response and Community Awareness.** This section replaces the “Additional Information” section in the previous template. For 2024/2025 CSD has included questions pertaining to Diversity, Equity, and Inclusion (DEI). The questions about disaster preparedness have been retained from the previous template. While none of this information is directly mandated by statute, CSD is requesting the information to gauge where the CSBG Service Provider network is as a whole on these topics. Responses to the questions in this section are mandatory.

**ROMA Certification Requirement.** Under section 676(b)(12) of the CSBG Act, CSD and all CSBG agencies are required to assure that we will participate in a Results Oriented Management and Accountability System “not later than fiscal year 2001.” CSD and the CSBG Service Providers have fulfilled this requirement through various approaches. With respect to the ROMA certification of the network CAPs (Organizational Standard 4.3), CSD has allowed agencies to submit their CAP without the signature of a ROMA trainer or implementer if the agency did not have a ROMA trainer or implementer on staff. CSD staff who had the requisite training would certify those CAPs on behalf of the agencies. This process will still be in place for the 2024/2025 template. However, for the 2026/2027 template, CSD will require that CSBG Service Providers provide their own ROMA certification either by staff who have the required ROMA training or in partnership with another agency or organization. CSBG Service Providers should begin formulating a plan to fulfill this requirement.

## Checklist

- ☒ Cover Page and Certification
- ☒ Public Hearing(s)

### Part I: Community Needs Assessment

- ☒ Narrative
- ☒ Results

### Part II: Community Action Plan

- ☒ Vision Statement
- ☒ Mission Statement
- ☒ Tripartite Board of Directors
- ☒ Service Delivery System
- ☒ Linkages and Funding Coordination
- ☒ Monitoring
- ☒ Data Analysis, Evaluation, and ROMA Application
- ☒ Response and Community Awareness
- ☒ Federal CSBG Programmatic Assurances and Certification
- ☒ State Assurances and Certification
- ☒ Organizational Standards
- ☒ Appendices

**COMMUNITY SERVICES BLOCK GRANT (CSBG)**  
**2024/2025 Community Needs Assessment and Community Action Plan**  
**Cover Page and Certification**


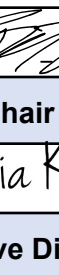
<b>Agency Name</b>	Community Action Partnership of Sonoma County
<b>Name of CAP Contact</b>	Iliana Valenzuela
<b>Title</b>	Compliance Manager
<b>Phone</b>	707-544-6911, ext. 1089
<b>Email</b>	ivalenzuela@capsonoma.org

**CNA Completed MM/DD/YYYY:**  
 (Organizational Standard 3.1)

03/07/2023

**Board and Agency Certification**

The undersigned hereby certifies that this agency complies with the Federal CSBG Programmatic, and State Assurances as outlined in the CSBG Act and California Government Code, respectively for services provided under the Federal Fiscal Year 2024/2025 Community Action Plan. The undersigned further certifies the information in this Community Needs Assessment and the Community Action Plan is correct and has been authorized by the governing body of this organization. (Organizational Standard 3.5)

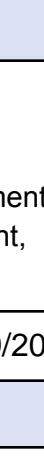
Richard Horrell		6/29/2023
<b>Board Chair (printed name)</b>	<b>Board Chair (signature)</b>	<b>Date</b>
Cynthia King		6/29/2023
<b>Executive Director (printed name)</b>	<b>Executive Director (signature)</b>	<b>Date</b>

**Certification of ROMA Trainer/Implementer (If applicable)**

The undersigned hereby certifies that this agency's Community Action Plan and strategic plan documents the continuous use of the Results Oriented Management and Accountability (ROMA) system (assessment, planning, implementation, achievement of results, and evaluation).

Iliana Valenzuela		6/29/2023
<b>NCRT/NCRI (printed name)</b>	<b>NCRT/NCRI (signature)</b>	<b>Date</b>

**CSD Use Only**

Dates CAP (Parts I & II)		Accepted By
Received	Accepted	
6/29/2023	8/22/2023	

## Public Hearing(s)

California Government Code Section 12747(b)-(d)

### **State Statute Requirements**

As required by California Government Code Section 12747(b)-(d), agencies are required to conduct a public hearing for the purpose of reviewing the draft CAP. All testimony presented by low-income individuals and families during the public hearing shall be identified in the final CAP. Agencies shall indicate whether or not the concerns expressed by low-income individuals and families have been addressed. If an agency determines that any of the concerns have not been addressed in the CAP, the agency shall include in its response document, information about the concerns and comment as to their validity.

### **Guidelines**

#### **Notice of Public Hearing**

1. Notice of the public hearing and comment period must be published at least 15 calendar days prior to the public hearing.
2. The notice may be published on the agency's website, social media channels, and/or in newspaper(s) of local distribution.
3. The notice must include information about the draft CAP; where members of the community may review, or how they may receive a copy of, the draft CAP; the dates of the comment period; where written comments may be sent; date, time, and location of the public hearing; and the agency contact information.
4. The comment period should be open for at least 15 calendar days prior to the public hearing. Agencies may opt to extend the comment period for a selected number of days after the hearing.
5. The draft CAP must be made available for public review and inspection at least 30 days prior to the public hearing. The draft CAP can be posted on the agency's website, social media channels, and distributed electronically or in paper format.
6. Attach a copy of the Notice(s) of Public Hearing as Appendix A to the final CAP.

#### **Public Hearing**

1. Agencies must conduct at least one public hearing on the draft CAP.
2. Public hearing(s) will be held in the designated CSBG service area(s).
3. Low-income testimony presented at the hearing or received during the comment period must be memorialized verbatim in the Low-Income Testimony and Agency's Response document and appended to the final CAP as Appendix B.
4. The Low-Income Testimony and Agency's Response document should include the name of low-income individual, his/her verbatim testimony, an indication of whether or not the need was addressed in the draft CAP, and the agency's response to the testimony if the concern was not addressed in the draft CAP.

### **Additional Guidance**

COVID-19 poses unique challenges to fulfilling the public hearing requirement. CSD asks that agencies continue to adhere to state and local public health guidance to slow the spread of the virus and ensure public safety. The health and safety of agency staff and the communities you serve is paramount. Therefore, for the purposes of fulfilling the public hearing requirement on the draft CAP, agencies may conduct the public hearing in-person, remotely, or using a hybrid model (in-person and remotely) based on the public health protocols in place in their communities.

### **Public Hearing Report**

Date(s) of Public Hearing(s)	06/22/2023
Location(s) of Public Hearing(s)	Via Zoom: <a href="https://us02web.zoom.us/j/84486612522">https://us02web.zoom.us/j/84486612522</a>
Dates of the Comment Period(s)	05/22/2023 to 06/22/2023
Where was the Notice of Public Hearing published? (agency website, newspaper, social media channels)	Agency website, social media channels
Date the Notice(s) of Public Hearing(s) was published	06/06/2023
Number of Attendees at the Public Hearing(s) (Approximately)	6

## Part I: Community Needs Assessment

CSBG Act Section 676(b)(11)

California Government Code Section 12747(a)

### Helpful Resources

In 2011, NASCSP published a [Community Action to Comprehensive Community Needs Assessment Tool](#) that supports planning and implementing a comprehensive CNA. The tool lays out design choices, planning steps, implementation practices, analysis, and presentation options.

The National Community Action Partnership has an [Assessment Tool](#) designed specifically for the community needs assessment process. Here you can select from a variety of county-specific data sets.

Examples of Community Needs Assessments and project timelines from agencies within the California CSBG Providers network can be found on the [Local Agencies Portal](#) under the CSBG – Resources tab. If you do not have an account or have not received CSD login credentials, please email CSD at [ExternalAccess@csd.ca.gov](mailto:ExternalAccess@csd.ca.gov).

To provide a comprehensive “picture” of the community needs in your service area(s), agencies will collect and analyze both quantitative and qualitative data. Links to several national and state quantitative data sets are given below. Local and agency data also provide information about the needs of the community.

Sample Data Sets			
U.S. Census Bureau <a href="#">Poverty Data</a>	U.S. Bureau of Labor Statistics <a href="#">Economic Data</a>	U.S. Department of Housing and Urban Development <a href="#">Housing Data &amp; Report</a>	
HUD Exchange <a href="#">PIT and HIC Data Since 2007</a>	National Low-Income Housing Coalition <a href="#">Housing Needs by State</a>	National Center for Education Statistics <a href="#">IPEDS</a>	
Massachusetts Institute of Technology <a href="#">Living Wage Calculator</a>		University of Wisconsin Robert Wood Johnson Foundation <a href="#">County Health Rankings</a>	
California Department of Education <a href="#">School Data via DataQuest</a>	California Employment Development Department <a href="#">UI Data by County</a>	California Department of Public Health <a href="#">Various Data Sets</a>	
California Department of Finance <a href="#">Demographics</a>	California Attorney General <a href="#">Open Justice</a>	California Governor's Office <a href="#">Covid-19 Data</a>	California Health and Human Services <a href="#">Data Portal</a>
CSD Census Tableau <a href="#">Data by County</a>			Population Reference Bureau <a href="#">KidsData</a>

## Community Needs Assessment Narrative

CSBG Act Sections 676(b)(3)(C), 676(b)(9)

Organizational Standards 1.1, 1.2, 1.3, 2.2, 3.2, 3.3, 3.4

### 1. Describe how your agency collected and included current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for your service area. (Organizational Standard 3.2)

CAP Sonoma used *A Portrait of Sonoma* as a basis to lead us onto more areas for research. *A Portrait of Sonoma* presents how Sonoma residents are doing on three key dimensions of well-being—a long and healthy life, access to knowledge, and a decent standard of living using the American Human Development Index (HDI). Broken down by race and ethnicity, by gender, and by census tract, the index shows how communities across Sonoma County are faring relative to one another and to the state and country as a whole. The report uses information gathered from the U.S. Census data American Community Survey (ACS) for current and projected information relevant to poverty and demographics. We also looked at additional local reports and data sets which included among others: Generation Housing: State of Housing in Sonoma County, a comprehensive report covering housing stock and cost, land use, population shifts and demographic breakdowns of housing cost burden and overcrowding among other things; County of Sonoma 2022 Point-in-Time Count Results, the only source of nationwide data on sheltered and unsheltered homelessness, required by U.S. Department of Housing and Urban Development (HUD); Sonoma County School Readiness Report from First5, which reports data on local risk factors associated with kindergarten readiness disparities; YouthTruth, which reports data gathered from surveys from student, parent, and school administrators on topics like, academic challenge, school culture, emotional and mental health in Sonoma County; and KidsData which provides data sets about the health and well being of children in communities across California.

### 2. Describe the geographic location(s) that your agency is funded to serve with CSBG. If applicable, include a description of the various pockets, high-need areas, or neighborhoods of poverty that are being served by your agency.

The proposed service area for Community Action Partnership of Sonoma County (CAP Sonoma) is the County of Sonoma, a geographically-variable terrain with one major federal highway (101) and six state routes (12, 121, 116, 37 and 128). The county is bound on the west by the Pacific Ocean, with coastal mountain ranges running north to south throughout the County. Sonoma County spans 1,786 square miles, with an estimated population of 482,650, according to the U.S. Census Data. The County seat is Santa Rosa, where the highest pocket of poverty lies. Sonoma County has eight incorporated cities in addition to Santa Rosa. Santa Rosa comprises approximately 35.5 percent of the report area's population base in 2019. Since 2010, other municipalities have experienced growth, specifically Rohnert Park and Petaluma. Poverty status in the United States is assigned to people who do not meet a certain income threshold, in Sonoma County 6.4% live in poverty. Yet, 50 to 80 percent of low to extremely low income renters experience moderate rent burden, meaning these households pay 30% or more of their income on housing, creating a financial struggle to meet other basic needs without assistance. The highest poverty is in Southwest Santa Rosa. The American Human Development Index (HDI) which is a composite measure of well-being and access to opportunity made up of health, education, and earnings indicators, expressed on a scale of 0 to

10, indicated the Roseland neighborhood in Southwest Santa Rosa has the lowest (HDI) score in the County at 3.38. Other neighborhoods with low scores that followed included sections B, C, and R of the City of Rohnert Park (3.75), as well as Bicentennial Park (3.68) and Comstock (3.46), both in northwestern Santa Rosa.

3. Indicate from which sources your agency collected and analyzed quantitative data for the CNA. (Check all that apply.) (Organizational Standard 3.3)

**Federal Government/National Data Sets**

- ☒ Census Bureau
- ☒ Bureau of Labor Statistics
- ☒ Department of Housing & Urban Development
- ☐ Department of Health & Human Services
- ☐ National Low-Income Housing Coalition
- ☐ National Center for Education Statistics
- ☐ Academic data resources
- ☐ Other online data resources
- ☒ Other

**Local Data Sets**

- ☐ Local crime statistics
- ☒ High school graduation rate
- ☒ School district school readiness
- ☐ Local employers
- ☐ Local labor market
- ☒ Childcare providers
- ☒ Public benefits usage
- ☒ County Public Health Department
- ☒ Other



**California State Data Sets**

- ☐ Employment Development Department
- ☐ Department of Education
- ☐ Department of Public Health
- ☐ Attorney General
- ☐ Department of Finance
- ☐ State Covid-19 Data
- ☒ Other

**Surveys**

- ☒ Clients
- ☒ Partners and other service providers
- ☒ General public
- ☒ Staff
- ☒ Board members
- ☒ Private sector
- ☒ Public sector
- ☒ Educational institutions

**Agency Data Sets**

- ☒ Client demographics
- ☒ Service data
- ☒ CSBG Annual Report
- ☐ Client satisfaction data
- ☐ Other

4. If you selected "Other" in any of the data sets in Question 3, list the additional sources.

A Portrait of Sonoma County: 2021 Update;  
Sonoma County School Readiness Report 2021-2022;  
County of Sonoma 2022 Point-in-Time Count Results;  
Generation Housing: State of Housing in Sonoma County, January 2022;  
Sonoma County's Behavioral Health Division's Mental Health Services Act (MHSA) FY2016-2019  
Capacity Assessment;  
San Francisco Bay Area LGBTQ Community Needs Assessment Report 2018;  
KidsData

5. Indicate the approaches your agency took to gather qualitative data for the CNA. (Check all that apply.) (Organizational Standard 3.3)

**Surveys**

- ☒ Clients
- ☒ Partners and other service providers
- ☒ General public
- ☒ Staff
- ☒ Board members
- ☒ Private sector
- ☒ Public sector
- ☒ Educational institutions

**Interviews**

- ☐ Local leaders
- ☐ Elected officials
- ☐ Partner organizations' leadership
- ☐ Board members
- ☐ New and potential partners
- ☐ Clients

**Focus Groups**

- ☐ Local leaders
- ☐ Elected officials
- ☐ Partner organizations' leadership
- ☐ Board members
- ☐ New and potential partners
- ☐ Clients
- ☒ Staff

☒ **Community Forums**☐ **Asset Mapping**☒ **Other**

6. If you selected “Other” in Question 6, please list the additional approaches your agency took to gather qualitative data.

Community events, neighborhood meetings

7. Describe your agency’s analysis of the quantitative and qualitative data collected from low-income individuals and families. (Organizational Standards 1.1, 1.2, 3.3)

CAP Sonoma engaged in a comprehensive community needs assessment process to identify the causes and conditions of poverty in Sonoma County. Our approach engaged a three-pronged data gathering aimed at understanding these challenges in a focused and objective way, which included a Community Needs Assessment, Community Discussions/Forums, and Data Research.

The Community Needs Assessment was available in both English and Spanish, accessible electronically through Google Forms or in print. We received 218 survey responses which we collected from CAP Sonoma current and past participants, community members, CAP Sonoma employees, Early/Head Start Parents, Board Members, and Private sectors. We then polished the data by removing checking for incompleteness or inconsistencies. After data cleaning, we analyzed the data and extracted meaningful insights. Our survey data indicated 61% of our respondents reside in Santa Rosa, 11% in Rohnert Park, 5% in Sebastopol, 4% in Petaluma. When asked about race, 44% identified as White, 27.1% identified as Other, 12.4% identified as Hispanic/Latinx (although, this was not given as an option for race, a significant number of respondents wrote it down), 8.7% identified as Biracial/multi-racial, 3.2% identified as Black or African American, and 2.3% identified as American Indian or American Native. As for ethnicity, 37.2% identified as “Not Hispanic or Latinx”, 58.7% identified as “Hispanic or Latinx”, and 4.1% indicated “Unknown”. 68.8% of respondents were between 31 years of age to 60 years of age. 68.3% of respondents had some college education or a degree, 15.5% had less than 12th grade education, and another 15% had either a highschool diploma or GED. 82.1% were female respondents. 45.4% were primarily Spanish speakers, 52.3% were primarily English speakers.

As far as needs identified in the survey, housing was the top need identified, followed by mental health, racial equity, employment, and child care. We asked survey respondents to rate issues based on severity, how widespread the issues are, and how well addressed they are in our County. From these questions and answers, we were able to create a needs gap score for each issue.

The community discussions/forums focused on the greatest needs that low-income people face in our community. We conducted two focus groups: one with Head Start Family Outreach Workers and Mobility Coaches from our agency’s Via Esperanza Resource Center, both groups work in partnership with families, assessing their strengths, interests, and needs, we thought this would be a good group to collect insight from; and another one with the Leadership Team which involved our agency’s directors, supervisors and program managers who often interact with community members from other organizations and may become aware of community needs in this way. For both focus groups, we brainstormed different causes and solutions for the greatest needs

identified. We found that both focus groups identified housing as the greatest need for low-income people. Both focus groups also mentioned the low inventory of affordable housing and the high costs of living were causing this need. Some solutions identified by the groups were having policy changes around housing, and financial empowerment for families.

Basic needs and mental health were also identified as top needs. Unaffordable housing costs can force families to spend less on other basic necessities like health care or food. And housing insecurity in all its forms can negatively affect human health, causing stress, anxiety or depression when worried about how to pay rent/mortgage. However, both groups felt that housing is essential and the basis for stability and security.

We also went into the community and participated in neighborhood meetings in two of Sonoma County's disadvantaged communities: South Park and Moorland. In recent years, these communities have lost community spaces and youth programming which community members are expressing are needed, especially for the disenfranchised youth who need a sense of belonging and a safe space to be.

Additionally, we researched data from local reports and data sets that would help us better understand community needs. A Portrait of Sonoma reports on the widely varying conditions of health and well-being for many people and neighborhoods in Sonoma County. And we used this report as a basis to lead us onto more areas for research. Housing is a top need identified through the research; over 50% of renters in Sonoma County face a high rental burden (meaning they spend more than 30 percent of their incomes on rent); most felt by low-income households and Black and Latino renters. There is a Lack of availability and affordability to quality early child care and this is impacting children more than anyone, primarily, children of color or low-income households. Mental health is also a serious public health concern in Sonoma County, especially after multiple devastating natural disasters, on top of stresses or traumas of daily living. The needs expressed in the data research also illuminate inequity issues and disparities across Sonoma County.

8. Summarize the data gathered from each sector of the community listed below and detail how your agency used the information to assess needs and resources in your agency's service area(s). Your agency must demonstrate that each sector was included in the needs assessment; A response for each sector is required. (CSBG Act Sections 676(b)(3)(C), 676(b)(9), Organizational Standard 2.2)

A. Community-based organizations

CAP Sonoma has a broad set of partnerships with local community-based organizations. This is extremely beneficial in helping our agency become aware or expand awareness of community needs. An important partnership we have is one with our local food bank, Redwood Empire Food Bank (REFB). REFB's mission is to end hunger in our community and they strategize hunger relief initiatives aimed towards children, seniors and underserved neighborhoods. Additionally, REFB, like CAP Sonoma, responds quickly to disasters. Interestingly, our partnership was initiated during a disaster. This partnership establishes CAP Sonoma as a food distribution site as well as for other items such as

diapers, baby wipes, and baby formula. This expands the available sites for residents in Sonoma County to pick up daily essentials. REFB holds a strong presence in our service area, and their partnership is vital in assessing our local community needs.

We also took some feedback from community groups in the development of the Community Needs Assessment and Community Action Plan. These community groups included a Moorland Community Group and South Park Neighborhood Association. During these discussions, Sonoma County community residents spoke up about rising gang activity, specifically in well-known underserved communities: South Park neighborhood, along with West Ninth, Roseland and Apple Valley in northwest and southwest Santa Rosa. These neighborhoods have dealt with a higher-than-average rate of crime in comparison to other neighborhoods in Santa Rosa. They felt a need for youth services and programs where teens and young adults can have a sense of belonging in their neighborhoods.

Survey: The Community Needs Assessment Survey was sent to community stakeholders representing a variety of community-based organizations, faith-based entities, public sector, education sector, employment sector and private sector. We are using their responses to review what our agency is doing currently towards those addressing those needs and to find out if we need to shift our direction or programming geared towards other needs identified.

#### B. Faith-based organizations

Our partnerships and collaborations with faith-based organizations are created to help meet community needs. CAP Sonoma continuously partners with Catholic Charities of Santa Rosa to collaboratively deliver needed services in our service area. In 2017, we worked together with other partner agencies to serve our community's 2017 wildfire victims. During the pandemic, we also collaborated with the County of Sonoma to assist with emergency rent and utility assistance. More recently, we have joined forces for the provision of early childhood development and childcare purposes under the "Head Start" program at Catholic Charities' evidence-based housing-focused service model, Caritas Center which includes: family shelter, child care center, drop-in center, and recuperation shelter, as well as a new health clinic partnership with Santa Rosa Community Health. As previously mentioned, collaborations with faith-based organizations are created to help meet community needs. Community needs guide the delivery of programs and services in our community, and are considered during discussions and the planning process.

Survey: The Community Needs Assessment Survey was sent to community stakeholders representing a variety of community-based organizations, faith-based entities, public sector, education sector, employment sector and private sector. We are using their responses to review what our agency is doing currently towards those addressing those needs and to find out if we need to shift our direction or programming geared towards other needs identified.

C. Private sector (local utility companies, charitable organizations, local food banks)

4 survey respondents identified as being representatives of Private Sector Business/organization. 3 out of 4 mentioned housing as the greatest needs. Respondents felt that Sonoma County could improve on housing issues, and one pointed out the Southwest area of Sonoma County as needing improvement. Mentioned among the strengths of the County were its: wealth, cultural, history, community spirit, and public safety.

Survey: The Community Needs Assessment Survey was sent to community stakeholders representing a variety of community-based organizations, faith-based entities, public sector, education sector, employment sector and private sector. We are using their responses to review what our agency is doing currently towards those addressing those needs and to find out if we need to shift our direction or programming geared towards other needs identified.

D. Public sector (social services departments, state agencies)

CAP Sonoma, along with other organizations including: JobLink, Sonoma County Library, Goodwill, California Human Development, Social Advocates for Youth, Sonoma WORKS, Department of Rehabilitation, is a partner agency of Sonoma County Workforce Investment Board under the Workforce Innovation and Opportunity Act (WIOA). During these monthly meetings, partners discuss community updates, trends, and needs, especially those that are workforce related needs. Feedback from these monthly meetings are considered in the development of the Community Needs Assessment and Community Action Plan.

In our CNA survey, six survey respondents identified themselves as representative of the public sector. Half of the respondents mentioned housing as the greatest need; one third mentioned the same need combinations of housing, basic needs, and childcare. The other needs mentioned were financial scarcity, education, healthcare and safety.

Four of the respondents felt Sonoma County could improve on housing; one third mentioned improvements in the County could be made around financial support for the community and alleviating some of the burdens and stressors causing negative impacts towards mental health.

Some of the County's strengths that were mentioned included that we have a wealthy community, and resources - although they could be challenging to navigate.

Survey: The Community Needs Assessment Survey was sent to community stakeholders representing a variety of community-based organizations, faith-based entities, public sector, education sector, employment sector and private sector. We are using their responses to review what our agency is doing currently towards those addressing those needs and to find out if we need to shift our direction or programming geared towards other

needs identified.

E. Educational institutions (local school districts, colleges)

Three survey respondents identified themselves as representative of the educational institutions. The greatest needs they identified were: financial scarcity, education, health care, safety. They reported that Sonoma County can improve on: transportation, and on the City of Santa Rosa. And felt that our community's strengths were its community resources, and it being a beautiful place to live.

Survey: The Community Needs Assessment Survey was sent to community stakeholders representing a variety of community-based organizations, faith-based entities, public sector, education sector, employment sector and private sector. We are using their responses to review what our agency is doing currently towards those addressing those needs and to find out if we need to shift our direction or programming geared towards other needs identified.

9. "Causes of poverty" are the negative factors that create or foster barriers to self-sufficiency and/or reduce access to resources in communities in which low-income individuals live. After review and analysis of the data, describe the causes of poverty in your agency's service area(s). (Organizational Standard 3.4)

After analysis of the data and the community feedback, some of the negative factors causing poverty in our agency's service area, including:

### **Low affordable housing inventory, low housing development, zoning in Sonoma County**

Housing costs are too high for at least half of all Sonomans. Fifty-two percent of renters in Sonoma County face a high rental burden (meaning they spend more than 30 percent of their incomes. Additionally, Sonoma County needs more than 58,000 homes to meet both the accrued deficit and future need (73% of the deficits is in affordable homes). Currently, Sonoma County is overwhelmingly zoned exclusively for single-family homes. Per the State of Housing in Sonoma County 2022 report, data suggests a positive relationship between intra-city racial segregation and the share of a city's zoning capacity dedicated exclusively to single family only.

In Sonoma County's 2022 Homeless Point-in-Time Count & Survey, the top 3 responses homeless individuals gave for obstacles to obtaining permanent housing were: they "can't afford rent" with 63% of respondents, followed by no job/not enough income to cover housing, and no money for moving costs. All answers relate back to the lack of availability for affordable housing.

### **Lack of affordable and accessible child care**

CAP Sonoma administers the Early Head Start and Head Start Programs. Statewide, hundreds of Head Start classrooms are closed due to their inability to hire and retain teachers and staff, particularly due to high cost of living and rapidly increasing minimum wage. This is consistent with what Sonoma County is experiencing. Prior to the COVID-19 pandemic, Sonoma County was already facing a childcare desert. Availability and affordability of child care is hard to come by, and both present economic challenges for families in Sonoma County. According to Community Child Care Council of Sonoma County (4Cs) "during the first nine months of the pandemic, more than 200 of the 608 child care and preschool facilities in Sonoma County closed"; "Today, about 7,800 children are enrolled in local day care and preschool programs, down from nearly 12,800 before the pandemic". Per California Child Care Resource & Referral Network, there are 60,627 children ages 0 to 12 living in Sonoma County as of 2021, and only 27% of those who have parents in the labor force have licensed child care space available.

Additionally, if parents are able to find spaces, sometimes the financial burden of child care is just too much and child care financial assistance is sparse. According to Portrait of Sonoma County: 2021 Update, \$11,400 is the average annual full-time cost in licensed child care/preschool centers in Sonoma County. On average, across counties in the U.S., a household with two children spends 25% of its income on childcare, more than three times the U.S. Department of Health and Human Services' 7% affordability benchmark (2022 County Health Rankings National Findings Report). Affordable high-quality child care is essential to a parent's ability to participate in the workforce and reduce reliance on public assistance but it has continuously been a struggle for parents in Sonoma County, particularly to low-income households.

### **High and rising cost of living paired with stagnant earnings, especially for low wage workers**



Housing issues also bring up the issue of livable wages. Fifty-two percent of renters in Sonoma County face a high rental burden (meaning they spend more than 30 percent of their incomes). A significant portion of low-wage workers in Sonoma County are employed in agriculture or the service industry (including hospitality and tourism), and nine out of ten Sonoma County agricultural workers have jobs in the wine industry. And as previously mentioned, statewide, hundreds of Head Start classrooms are closed due to their inability to hire and retain teachers and staff, particularly due to high cost of living and rapidly increasing minimum wage. The COVID -19 pandemic, and rising inflation rates have made it more clear that pay equity and livable wages are pivotal for people to meet their basic needs, reduce poverty, and help recover faster from occasional emergencies or unexpected expenses.

### **Systemic Barriers**

The “causes of poverty” mentioned above also illuminate issues of inequity across Sonoma County as a cause of poverty. The disparities that Black, Indigenous, People of Color, immigrant and undocumented, as well as LGBTQ+ community members have and continue to experience should not be left lingering or continue unremedied. Rent burden most felt by low-income HHs and Black and Latino renters; racial disparities in home ownership, educational disparities were found across geographics and racial lines in Sonoma county; lack of childcare affordability and accessibility impacts children more than anyone, mainly children of color and from low-income households; differences in kindergarten readiness are largely attributable to systemic inequities in access to resources and opportunities; Black, American Indian, LGBTQ, former foster care recipients are overrepresented in the homeless population in Sonoma County. Inequities exist in education, housing, legal rights, political representation, income, and more. Sonoma County must address imbalanced social systems so that it is a place where a person’s race or ethnicity does not determine their health, wellbeing, and wealth.

10. “Conditions of poverty” are the negative environmental, safety, health and/or economic conditions that may reduce investment or growth in communities where low-income individuals live. After review and analysis of the data, describe the conditions of poverty in your agency’s service area(s). (Organizational Standard 3.4)

## **Conditions of Poverty: Housing Overcrowding, Homelessness, Insecurity to Meet Basic Needs, Accessibility to Healthcare options, Disadvantaged Youth,**

Lack of affordable housing inventory, low housing development, high rents and costs of living, along with zoning for single family homes in Sonoma County is causing major problems for residents in Sonoma County. More than half of Sonoma County's residents, the highest in the entire Bay Area, pay more than 30 percent of their income on housing. Paying this much for housing is, by federal standards, considered "housing cost burdened," and does not support a healthy way of living.

Furthermore, drivers of homelessness are many and complicated, lack of affordable housing is the most common cause of homelessness. In a recent survey of people experiencing homelessness in Sonoma County, the top 3 responses homeless individuals gave for obstacles to obtaining permanent housing were: they "can't afford rent" with 63% of respondents, followed by no job/not enough income to cover housing, and no money for moving costs. All answers relate back to the lack of availability for affordable housing.

High housing costs affect people's ability to meet their other essential needs, such as their nutrition and health care/insurance. Additionally, not only is their stress increased due to financial insecurity but the likelihood of poor health outcomes become more prevalent when people struggle to maintain their housing and meet their basic needs. In Sonoma County, farmworkers are more likely to experience food insecurity than the county's poorest residents (those at or below the 200 percent poverty line)—17 percent of farmworkers and 11 percent of residents living in poverty experience food insecurity. Both lack of insurance coverage and unaffordable health care costs are major barriers to well-being for farmworkers.

These housing issues are also causing overcrowding, Nonwhite, lower income, and younger residents are more likely to rent. As a result, they are more likely to experience cost burden, overcrowding, and shorter duration in their homes. Latino households experience the highest rate of overcrowding, with over one in four living in crowded housing conditions. A staggering 25 percent of our county's kids live in overcrowded homes. Many local youth fear they might have to leave the area to find affordable housing and express little hope for ever owning a home.

Among the issues Sonoma County's youth are facing, the situations are worse for those disadvantaged youth. Youth from underserved families face many other barriers including low-resource schools and educational opportunities, low youth programming, and high-crime neighborhoods. Disadvantage youth feel a lower sense of belonging which is critical because this can lead them to turn to gangs, especially when they lack parental guidance and support, or opportunities for positive involvement with their peers. Feeling connected and having a sense of belonging to primary life contexts is considered an important protective factor that helps youth deal with stress and is linked with better adjustment and positive outcomes.

11. Describe your agency's approach or system for collecting, analyzing, and reporting customer satisfaction data to the governing board. (Organizational Standard 1.3)

Our agency does not have a set approach or system for collecting, analyzing, and reporting customer satisfaction data. Currently, some programs individually collect this information and analyze it on their own. Every other month, a program is presented to the Board of Directors, during which updated program information is shared including any customer satisfaction data which may have been collected by the program. However, in the incoming year, we plan to create and implement a customer satisfaction process and survey that will capture customer satisfaction data for the entire agency to be reported to our governing board on an annual basis.

## Community Needs Assessment Results

CSBG Act Section 676(b)(11)

California Government Code Section 12747(a)

State Plan 14.1a

**Table 1: Needs Table**

Complete the table below. Insert row(s) if additional space is needed.

Needs Identified	Level	Agency Mission (Y/N)	Currently Addressing (Y/N)	Agency Priority (Y/N)
Affordable Housing	Community	Y	Y	Y
Childcare	Community	Y	Y	Y
Mental Health	Community	Y	Y	Y
Youth Services	Community	Y	Y	Y
Inequities	Community	Y	Y	Y

**Needs Identified:** List the needs identified in your most recent CNA.

**Level:** List the need level, i.e., community or family. Community Level: Does the issue impact the community, not just clients or potential clients of the agency? For example, a community level employment need is: There is a lack of good paying jobs in our community. Family Level: Does the need concern individuals/families who have identified things in their own life that are lacking? An example of a family level employment need would be: Individuals do not have good paying jobs.

**Essential to Agency Mission:** Indicate if the identified need aligns with your agency's mission.

**Currently Addressing:** Indicate if your agency is already addressing the identified need.

**Agency Priority:** Indicate if the identified need will be addressed either directly or indirectly.

**Table 2: Priority Ranking Table**

List all needs identified as an agency priority in Table 1. Insert row(s) if additional space is needed.

Agency Priorities	Description of programs, services, activities	Indicator(s) or Service(s) Category	Why is the need a priority?
1. Childcare	<p><b><u>Head Start</u></b> Our Head Start's goal is to build a strong foundation for school readiness by recognizing each child's individual strengths and needs, and provide opportunities for each child to grow physically, socially, emotionally, and intellectually through our center-based classes.</p> <p><b><u>Pasitos</u></b> Pasitos focuses on giving parents of children 2-5 years old information and tools they need to prepare their child to enter school so they are ready to succeed in kindergarten and beyond through weekly parent-child group meetings with stories, songs, and fine-motor activities</p> <p><b><u>Parents to Professionals</u></b> With the goal of expanding the hours of operation for Head Start daily operating hours and creating more early childhood educators, Parents to Professionals program takes parents of enrolled Head Start children and provide them with the necessary training and certification to become part of the Head Start team. With the</p>	FNPI: 1, 2, 5 Services: Employment Services, Education and Cognitive Development Services, & Health and Social/Behavioral Development, Income and Asset Building Services	Affordable high-quality child care is essential to a parent's ability to participate in the workforce and reduce reliance on public assistance. Additionally, one of the most critical stages in a child's development is from birth to five years old. These years are crucial to their health, wellbeing, and impacts the trajectory of their lives in many ways. Therefore, it is important that children are attending a safe child care that promotes school readiness.

	increase of staff, and continued funding, this will allow us to reopen and serve the number of slots we have assigned.		
2. Affordable Housing	<p><b><u>Sloan House, Harold's Home</u></b> CAP's Housing Pathways (Sloan House, Harold's Home) helps prepare and empower clients to be able to move from short-term housing to permanent housing. Focusing on stabilizing the resident's physical, emotional and financial health, this program has been an incredibly successful model in addressing the County's housing need.</p> <p><b><u>Permanent Housing Aston &amp; Earle Apartments</u></b> Permanent Supported Housing (Aston &amp; Earle Apartments) offers low-income rentals for families whose income qualifies under the current Department of Housing and Urban Development federal guidelines. The program offers 1, 2, 3 and 4 bedroom apartments in two complexes in the City of Santa Rosa.</p> <p><b><u>Seasons of Sharing</u></b> Seasons of Sharing provides one-time assistance to help people experiencing an unexpected housing crisis or other critical needs. The types of assistance include: rent, security deposit, utility bills, and financial assistance for furniture items or medical</p>	FNPI: 3, 4, 5 Services: Housing Services, Education and Cognitive Development Services, Health and Social/Behavioral Development, Income and Asset Building Services	Housing is vastly known and felt need in our service area, specifically affordable housing. Housing costs are too high for at least half of all residents in our service area. Access to safe, secure, and affordable housing is an important social determinant of health.

	<p>equipment.</p> <p><b><u>Further Research</u></b> Housing is a rapidly escalating issue that agencies and public bodies alike are struggling to grapple with. We have a local agency that we partner with, Catholic Charity, who is a strong leader in direct housing services. In order to not duplicate efforts, we plan to take the next year to research ways in which we can engage in upstream homelessness diversion to leverage our unique talents and systems to help at-risk families and individuals avoid the trauma and crisis of housing disruption before hit happens.</p>		
3. Mental Health	<p><b><u>Sonoma Connect   Sonoma Unidos</u></b> CAP Sonoma is the Fiscal Sponsor of Sonoma Connect  Sonoma Unidos who use a collective impact framework to bring together resource providers, service providers, and community members to prevent, address and heal ACEs and other social determinants of health (SDOH) through leveraging, alignment and agreement on common goals.</p> <p><b><u>Head Start</u></b> We recently contracted with the Child Parent Institute to provide Mental Health support to our Head Start families.</p>	<p>CNPI: 5 Services: Health and Social/Behavioral Development</p>	<p>Mental health has become a serious public health concern in Sonoma County. In just a span of five years, Sonoma County residents experienced severe wildfires and other natural disasters, along with the COVID-19 pandemic. As a consequence, many residents are experiencing anxiety, and adds significant stress or traumas to those already struggling from high costs of living, housing issues, job availability, or facing social problems such as bullying and harassment due to race or sexuality. Additionally, there are barriers that make it difficult for people to connect to mental health care including, lack of accessibility, navigating the system, and service limitations to Spanish speaking and other underserved communities.</p>

	<p><b><u>Further Research</u></b>          Since the massive unmet need of our community’s mental health resources was identified during the CNA, we intend to take the next 6-12 months exploring ways we can contribute to this need. We have many local agencies, such as LifeWorks, who are already doing amazing work around this topic. We will explore partnerships as well as areas where supplemental or complementary programming may be needed.</p>		
4. Youth Services	<p><b><u>Fuerza</u></b>          The Fuerza program helps parents and their youth build strong relationships through positive communication and understanding. Families are empowered to rise to their full potential by connecting them to supportive networks and education. Services provided include parenting support, one on one family support, and youth mentoring.</p> <p><b><u>Youth Financial Literacy Program</u></b>          This program offers a summer course for high school juniors and seniors to learn about saving, goal setting, budgeting, debt/credit, and adulting/banking strategies.</p> <p><b><u>Further Research</u></b>          With the loss of</p>	<p>FNPI: 3, 5          Services: Health and Social/Behavioral Development, Education and Cognitive Development Services, Income and Asset Building Services</p>	<p>Sonoma County’s youth have faced compounding traumas over the last couple of years. These events have severely impacted youth’s mental health that many are reporting having seriously considered attempting suicide in the last 12 months. Additionally, these disasters have inhibited their ability to cope and learn, and may help explain why they are experiencing a loss of hope and direction without any space to find security and belonging. This is especially true for marginalized youth — including those in the LGBTQ community and those who face the unrelenting burdens of racism or poverty.</p>



	community spaces generating feelings of isolation and hopelessness identified through our community forums, we plan to explore ways we can support the revival of community spaces to help youth and families regain a sense of belonging.		
5. Inequities	<p><b><u>Sonoma Connect</u></b> CAP Sonoma is the Fiscal Sponsor of Sonoma Connect  Sonoma Unidos who work together with other community leaders and partner organizations to eliminate adverse childhood experiences and trauma caused by social determinants of health and racism. Their aim is to dismantle systems, policies, and processes that generate barriers or oppression and work to generate access to opportunity, wellbeing and self-efficacy for everyone.</p> <p><b><u>Head Start, Via Esperanza Resource Center, &amp; Financial Stability programs</u></b> All our programs combined are the real work we are doing to address inequities. Our programs focus on low-income and the most vulnerable, by offering assistance and opportunities for engagement and learning to those in underserved communities.</p> <p><b><u>Further Research</u></b> Structural racism is at the</p>	<p>CNPI: 5 Services: Health and Social/Behavioral Development</p> <p>FNPI: 1, 2, 3, 4, 5 Services: Employment Services, Education and Cognitive Development Services, &amp; Health and Social/Behavioral Development, Income and Asset Building Services</p>	Sonoma County must address imbalanced social systems so that it is a place where a person's race or ethnicity does not determine their health, wellbeing, and wealth.

	<p>core of the war on poverty, and our agency intends to develop new ways to become advocates for change at the policy level, as well as establish ourselves as local thought leaders on equity and justice. Early opportunities identified include hosting seminars or workshops, creating programs for youth leadership development, etc.</p>		
--	---	--	--

**Agency Priorities:** Rank your agency’s planned programs, services and activities to address the needs identified in Table 1 as agency priorities.

**Description of programs, services, activities:** Briefly describe the program, services or activities that your agency will provide to address the need. Identify the number of clients to be served or the number of units offered, including timeframes for each.

**Indicator/Service Category:** List the indicator(s) (CNPI, FNPI) or service(s) (SRV) that will be reported in CSBG Annual Report.

**Why is this need a priority:** Provide a brief explanation about why this need has been identified as a priority. Connect the need with the data. (CSBG Act Section 676(b)(3)(A))

## Part II: Community Action Plan

CSBG Act Section 676(b)(11)

California Government Code Sections 12745(e), 12747(a)

California Code of Regulations, Title 22, Division 11, Chapter 1, Sections 100651 and 100655

### Vision and Mission Statement

#### 1. Provide your agency's Vision Statement.

Community Action Partnership of Sonoma County strives to eliminate poverty and invests in families through partnerships, advocacy and high-impact programs.

#### 2. Provide your agency's Mission Statement.

Community Action Partnership of Sonoma County creates pathways for economic security that lasts from generation to generation.

## Tripartite Board of Directors

CSBG Act Sections 676B(a) and (b); 676(b)(10)

California Code of Regulations, Title 22, Division 11, Chapter 1, Section 100605

1. Describe your agency's procedures under which a low-income individual, community organization, religious organization, or representative of low-income individuals that considers its organization or low-income individuals to be inadequately represented on your agency's board to petition for adequate representation. (CSBG Act Section 676(b)(10))

Our agency maintains a tripartite board with at least one third members representing the low-income sector. We do our best to fill these seats whenever turnover occurs, both for compliance and also because we heartily believe in the social justice motto "nothing for us without us." We are also an intrinsically feedback-driven agency, and input is regularly elicited from members of the community via social media, outreach surveys, and invitations to community engagement events. All communications directed at agency leadership or the board are collected from social media channels, the website, and the [info@capsonoma.org](mailto:info@capsonoma.org) inbox and reviewed by agency leadership, then presented to the board governance committee where applicable or appropriate. Should a complaint come that low-income individuals are not properly represented, the governance committee would review the complaint, evaluate the board composition, and initiate a discussion at the full board level with recommendations of any corrective measures that may be appropriate. Depending on the nature of the findings, the individual submitting the complaint may be asked to attend one or more meetings with the board or committee members to give further insights. An ad hoc committee may be developed to implement these measures, then present to the board upon completion to discuss the outcomes.

## Service Delivery System

CSBG Act Section 676(b)(3)(A)

State Plan 14.3

1. Describe your agency's service delivery system. Include a description of your client intake process or system and specify whether services are delivered via direct services or subcontractors, or a combination of both. (CSBG Act Section 676(b)(3)(A), State Plan 14.3)

CAP Sonoma provides direct services to clients in our service area. CAP Sonoma programs each had their separate intakes and applications processes. To eliminate mundane and repetitive client intake or application forms from each individual program, CAP Sonoma introduced a central online intake application portal (client portal), a feature of our CAP60 database. This Client Portal allows clients to complete their intake/application online, apply for multiple programs, and upload program required documents; this helps reduce the paper usage and prevents the likelihood of an application "falling through the cracks". This workflow also allows for more time focused on providing services and less on repetitive administrative tasks for this frees up time for staff to focus their attention on providing quality service rather than manually handling paperwork or locating records.

By only completing one intake/application, the Client Portal is able to map out behind the scenes, what programs and services the client is potentially eligible for. The Client Portal will then allow the client to select from those potentially eligible programs/services and can proceed to apply. The intake/application information is then forwarded to an Intake Coordinator for review in our CAP60 database system. If any information is missing, the Intake Coordinator reaches out to the client to collect. Once the Intake Coordinator has reviewed the intake/application for completion, the client is referred to those services/programs they had initially selected on the Client Portal. Additionally, we have a paper intake application that mirrors the online intake. When clients express the preference of a paper intake application, they are provided with one. Thus far, our programs up and running on our central online intake are: HCA Family Fund, Disaster Relief, H2O, Pasitos, and Fuerza. We are going to integrate and streamline the primary agency intake and Head Start intake and enrollment over the next year.

CAP Sonoma services for more programs than currently listed on the central intake online portal. For some of these programs, a joint intake is ineffectual given that they are active for a very short period. For other programs/services, we collaborate with other providers who lead the recruitment and intake process, therefore, we do not include them on our central intake but do still promote them on our website and social media platforms.

The central intake is supportive and aligns with the whole family centered approach we work towards. It breaks down silos in our agency and allows families to access a host of essential programs and services. Still, CAP Sonoma tries to ensure and sustain data quality, for that reason, the agency takes notice of additional qualities and features that our ever changing agency's database needs to include. Therefore, we are currently on the search for a new database that will help us better maintain a high standard for program performance that can offer a number of

reporting tools and data visualizations, be user friendly, and embrace the whole family approach with a more effective universal intake application for our agency and its services and programs .

2. Describe how the poverty data related to gender, age, and race/ethnicity referenced in Part I, Question 1 informs your service delivery and strategies in your service area?

In Sonoma County, 27% of the residents identify as Hispanic/Latinx, the County's largest minority population. At CAP Sonoma, we understand that the majority of the population we serve at our agency are Hispanic/Latinx. Per our 2022 CSBG Annual report, 68% of our clients identified as Hispanic/Latinx. Additionally, 31% of our total served clients reported Spanish as their primary language, 38% reported English, and for 25% of clients, no language was obtained at the time of their intake. Most of our programming happens in high need zip codes which include: 95407, which continues to be our primary with 578 individuals served in this area; followed by 95401 with 397 individuals served in this area, 95403 with 321 individuals served in this area, and 95404 with 264 individuals served in this area. Our current location is located in the 95407 zip code, and several programs operate off site in these areas with pockets of poverty to assure that services are provided to these communities within reach and we aim to do our best outreach to these communities as well. During an event of disaster, our focus also encompasses the areas highly impacted and with the greatest needs.

Working towards inclusivity, CAP Sonoma ensures that all communication distributed out to our community is in both English and Spanish (whether in digital or print), this includes our intake forms, flyers, and other forms of communications such as our social media posts. We are now including questions about one's gender identity in our intake forms and encouraging training on diversity, equity, and inclusion to help better understand and serve our community's needs. We are also looking internally as well for better programs, policies, strategies, and practices that advance our diversity, equity, and inclusion of others.

## Linkages and Funding Coordination

CSBG Act Sections 676(b)(1)(B) and (C); (3)(B), (C) and (D); 676(b)(4), (5), (6), and (9)

California Government Code Sections 12747, 12760

Organizational Standards 2.1, 2.4

State Plan 9.3a, 9.3b, 9.4b, 9.6, 9.7, 14.1b, 14.1c, 14.3d, 14.4

1. Describe how your agency coordinates funding with other providers in your service area. If there is a formalized coalition of social service providers in your service area, list the coalition(s) by name and methods used to coordinate services/funding. (CSBG Act Sections 676(b)(1)(C), 676(b)(3)(C); Organizational Standard 2.1; State Plan 14.1c, 9.6, 9.7)

We are committed to collaborative funding for grant applications, contracts, and fundraising. The following coalitions are part of this effort:

Sonoma Connect|Sonoma Unidos- provides centralized support for collaborative grant applications and program development. Implementing a central case management/resource assistance data platform. Subcontracts to 12 other agencies with ARPA funds. We provide fiscal sponsorship and oversight.

COAD- applies for grants that allow for planning and activation of dozens of CBOs that provide disaster response and recovery services. Allows for a central place for the county to provide funding to appropriate agencies. We provide fiscal sponsorship and oversight.

Community Centric Fundraising-sponsored and facilitated by UNited Way of the Wine Country, exploring how we might work more closely together to raise all funds. UWWC also manages our 211, which keeps the program resources and services updated and connects community members to them. They are also the sponsor for the Volunteer Income Tax Assistance (VITA) coalition that shares funding for free tax preparation assistance.

2. Provide information on any memorandums of understanding and/or service agreements your agency has with other entities regarding coordination of services/funding. (CSBG Act Section 676(b)(9), Organizational Standard 2.1; State Plan 14.1c, 9.6, 9.7)

CAP Sonoma works closely with other community based organizations as well as government agencies to coordinate services, maximize funding and better serve residents in our service area.

Some of CAP Sonoma's current memorandums of understanding and/or services agreements include:

### **MOU with Redwood Empire Food Bank:**

This partnership establishes CAP Sonoma as a food distribution site as well as for other items such as diapers, baby wipes, and baby formula. This expands the available sites for residents in Sonoma County to pick up daily essentials. Our distribution site is run through our Via Esperanza Resource Center which complement each other very well in that our resource center also provides gently used clothing, houses mobility coaches who can help set and support families financial

goals, budgeting and savings, and connect them with other anti-poverty services.

**MOU with Sonoma County Workforce Investment Board:**

CAP Sonoma along with other organizations including JobLink, Sonoma County Library, Goodwill, California Human Development, Social Advocates for Youth, Sonoma WORKS, Department of Rehabilitation, is a partner agency of Sonoma County Workforce Investment Board under the Workforce Innovation and Opportunity Act (WIOA). The objective of this partnership is to provide all customers access to high-quality one-stop centers that connect them with the full range of services available in their communities, whether they are customers seeking to find jobs, build basic educational or occupational skills, earn a postsecondary certificate or degree, or obtain guidance on how to make career choices, or are businesses and employers seeking skilled workers. Client information is shared solely for the purpose of enrollment, referral or provision of services.

**Service Agreement with Sonoma County Community Development Commission re: Emergency Rental Assistance Program (ERAP):**

Sonoma County Community Development Commission awarded CAP Sonoma funds to operate the Emergency Rental Assistance Program assists low-income households with rental and utility assistance for past due payments that have accumulated due to the COVID-19 crisis. CAP Sonoma was one of a few organizations that helped execute this program. To prevent duplication of assistance among the organizations, ERAP required the use of the web-based Neighborly software which gave the ability to check the following: applicant's and landlord's names, timeframes in which assistance was provided, other active sources of rental assistance such as CARES Act and CDBG, addresses, etc. Additionally, Sonoma County Community Development Commission oversaw the assignment of applications to each assisting organization.

**Service Agreement with County of Sonoma Human Services Department re: American Rescue Plan Act (ARPA):**

The Sonoma County Board of Supervisors allocated \$39 million in American Rescue Plan Act funding to support disproportionately impacted individuals and households who have suffered economic impacts as well as disparities in public health outcomes due to the COVID-19 pandemic. CAP Sonoma was contracted and allocated funds by the County of Sonoma to implement and carry out, on County's behalf, the Early Care & Education Recovery & Expansion (ECERE) program in partnership with Community Child Care Council Sonoma County (4cs) as a subcontractor. ECERE program aims to increase the number of quality childcare facilities and spaces available to low income Sonoma County families to exceed pre-pandemic capacity by training new Head Start/Early Head Start teachers through an apprenticeship program and training individuals to become Licensed Family Child Care Home providers, providing grants for childcare facilities to create healthier environments for children, and target recruitment and retention efforts. Under the same service agreement with the County of Sonoma, CAP Sonoma was allocated additional funds to provide mental health services.



**Fiscal Sponsor Agreement with Sonoma Connect|Sonoma Unidos:**

In partnership with Sonoma Connect | Sonoma Unidos (SC|SU), CAP Sonoma is focusing on a comprehensive response to the root causes of mental health disparities and enduring health inequities along racial, ethnic, and socioeconomic lines. SC|SU helps support service providers, and convenes with key stakeholders about shifting components of the current medical system which include: building out and implementing an integrated medical and social service data systems, increasing the screening for Adverse Childhood Experiences (ACE) and Social Determinants of Health (SDOH) in clinical settings, adopting a closed-loop referral system, and facilitating other conversations to identify system gaps in health care.

**Service Agreement with County of Sonoma Human Services Department re: Child Welfare system and Head Start**

Coordinated care to serve families with children in foster care or involved in the foster care system as well as to increase the number of foster care children in Head Start.

**Fiscal Sponsor Agreement with Community Organizations Active in Disaster:**

CAP Sonoma is part of some collaborative networks including Sonoma County's Community Organizations Active in Disaster (COAD), a 50+ member coalition of SoCo non-profits, faith-based organizations, and government formed for the purpose to respond with resources, volunteers and coordination of services to those who need assistance during and immediately after a disaster. To help foster effective service delivery, CAP Sonoma entered an agreement with COAD to become the Fiscal Sponsor. According to the agreement, CAP Sonoma is willing to receive tax-deductible charitable contributions for the benefit and use of putting the COAD into effect and to be able to help the community during any phase of disaster. COAD meets on an ongoing basis to maintain a strong relationship throughout and across Sonoma County, helping organizations understand each other's capabilities, identify gaps and overlaps and prepare coordinated response efforts during a disaster.

**Service Agreement with Santa Rosa City Schools:**

CAP Sonoma has had a long and ongoing partnership with the City of Santa Rosa, specifically to help provide classroom sites for our educational programs such as: Head Start and Early Head Start, Pasitos, and Via Esperanza Resource Center. Among the objectives is the ability to provide additional parent support programming at the school sites in distressed Santa Rosa neighborhoods. CAP Sonoma's program offers additional support to parents around improving parenting skills, improving school/parent engagement and engagement in their children's education, thereby improving students' academic performance. Without this partnership, our programs would not be able to execute their activities and have a place reachable to community members in need. Thus, this partnership is vital for the community, and primarily to both parents and children in our service area.

**Service Agreement with Roseland Schools:**

CAP Sonoma works together with Roseland School District, in a variety of ways:

We partner with Roseland School District for the purpose of providing health services to students K to 12 and supporting the school nurse. Our Community School Health Assistant/Nurse Assistant program concentrates on preventative screenings for health, vision, dental, and scoliosis in the Roseland School District.

Roseland School District also offers their classrooms so that CAP Sonoma can provide coordinated family services and our Fuerza - Parent & Youth Support Center to our community. Fuerza offers parent classes that aim to help parents and their youth build strong relationships through positive communication and understanding. The program empowers families to rise to their full potential by connecting them to supportive networks and education. Fuerza also provides support on a one-on-one basis with the parent or family.

3. Describe how your agency ensures delivery of services to low-income individuals while avoiding duplication of services in the service area(s). (CSBG Act Section 676(b)(5), State Plan 9.3a, California Government Code 12760)

During our CNA survey we asked our community members what they felt were the strengths of our community. After reviewing the data, we found that many expressed that organizations coming together to help our community was our community's greatest strength. By working together and forming partnerships, CAP Sonoma ensures that services are not duplicated, but rather that gaps are filled.

CAP Sonoma is part of some collaborative networks including Sonoma County's Community Organizations Active in Disaster (COAD), a 50+ member coalition of SoCo non-profits, faith-based organizations, and government. COAD meets on an ongoing basis to maintain a strong relationship throughout and across Sonoma County, helping organizations understand each other's capabilities, identify gaps and overlaps and prepare coordinated response efforts during a disaster to serve the most vulnerable in their community.

Sonoma Connect | Sonoma Unidos, of which we are the fiscal sponsor, partners with Aliados Health, a regional association of clinics (RAC) designed to share information and coordinate efforts to improve access and quality of care and reduce health disparities for Community Health Centers in six counties, including Sonoma. The work there centers around establishing a "Community Information Exchange", and drafts community roles relevant to the creation of a Resource Connection Network. As of July of 2023 CAP Sonoma will be taking over the contract to develop and launch the Resource Connection Network, which will be a database that facilitates closed-loop referrals and provides a robust, interconnected resources database. This will use API's to connect to other databases such as 211 (administered locally by United Way of the Wine Country), making this platform a one stop place for providers to identify and connect clients to the services and programs they need in other agencies. The connection aspect of this platform also helps agencies to become and remain more aware of the efforts and offerings of peer agencies in the region.

4. Describe how your agency will leverage other funding sources and increase programmatic and/or organizational capacity. (California Government Code Section 12747)

Our agency is always researching and applying for new funding opportunities to increase services and capacity of the organization. We utilize the Community Needs Assessment to identify gaps in services and develop new programs or services to meet those needs. We work to braid funding sources and increase staffing capacity by approaching programming through a 2Gen/Whole Family approach that incorporates similar programming and staff activities to allow for greater program utilization of staff through shared program activities, increased program service knowledge, and contributes to the ability to increase staff salaries outside of a single funding source. We are increasing the number of collaborative grants that we lead and join in so that we can increase the amount of services we provide without always hiring staff and providing the services ourselves. In addition to grants we are in the process of contracting with our local Medicaid health plan to be able to bill for services related to social determinants of health as health care costs through the transformation pilot called CalAIM. Once we have that contract we will also bill Medicaid for our workers who qualify as Community Health Workers. We also invested in a Chief Development Officer who will build a stronger development program and increase the amount of unrestricted funds brought into the agency.

**5. Describe your agency's contingency plan for potential funding reductions. (California Government Code Section 12747)**

We generate diverse revenue stream that allows for flexibility and adapting to fluctuations in any one funding source.

1. Maintain a portfolio of a variety of grants, each contributing both to the agency's programming as well as to the indirect pool so that the loss of any one funding source is not deleterious to the agency's infrastructure.
2. Continuously explore funding sources and cultivate relationships with both public and private funders so that as grant cycles end, new grants are staged to begin.
3. Maintain a healthy reserve account with a sum of no less than two payrolls worth of funds so that continuity of operations is not disrupted during sudden or temporary changes in funding.
4. Develop the ability to bill for services so we are not entirely dependent on grants and donations.

**6. Describe how your agency documents the number of volunteers and hours mobilized to support your activities. (Organizational Standard 2.4)**

Volunteers are encouraged to participate at our agency. Currently, Program Coordinators are responsible for the recruiting and tracking of their volunteers. They track the number of volunteer and volunteer hours for their individual programs/events on our CAP60 database on a monthly basis or per event.

We recognize the need to increase proper documentation and consistent on-boarding/off-boarding process for volunteers. In August we are implementing an AmeriCorps Volunteer Infrastructure Program (VIP) fellow whose goals will reflect this need. This will set the foundation for us to have a funded volunteer coordinator who can implement and track all volunteers across the agency with

consistent policies and procedures, rather than have it managed by programs separately.

7. Describe how your agency will address the needs of youth in low-income communities through youth development programs and promote increased community coordination and collaboration in meeting the needs of youth. (CSBG Act Section 676(b)(1)(B), State Plan 14.1b)

Our highest needs neighborhoods, including South Park and Moorland, as well as the Santa Rosa Violence Prevention Partnership (VPP) have all identified the immediate need for youth focused activities and supports in their communities. We will be seeking funding and looking at ways to coordinate and collaborate with other partners to address the needs of youth in low income communities for the upcoming years. As of now, CAP Sonoma has planned to address these needs in partnership with the VPP, collaborative funding opportunities, and continue, update, and expand our established programs to meet these needs.

Our already established program, Fuerza, helps parents and their youth build strong relationships through positive communication and understanding. It aims to empower families to rise to their full potential by connecting them to supportive networks and education. Fuerza provides support depending on the current need like Padres Unidos - a parenting class offered in Spanish, one-on-one case management, and community resources for counseling and other referrals. They focus their services towards the Roseland School District which includes both Roseland and Moorland neighborhoods.

Recently we designed and outlined a new Youth Financial Literacy Program during the summer. In partnership with Luther Burbank Savings, CAP Sonoma will hold a 5-week summer course for high school juniors and seniors to learn about saving, goal setting, budgeting, debt/credit, and adulting/banking strategies. Youth get an opportunity to learn, open a savings account and get up to a \$100 match put into their savings. This program is also geared towards those youth in low-income communities.

Via Esperanza is our Family Resource Center that provides centralized and integrated services to all families who come through our doors. Although it is a place based center located for the profile of need in its zip code, most of the families that come through live in the Roseland neighborhood. We recently moved our offices closer to the Roseland neighborhood to allow for an increase in coordination and hours to provide more complete and effective services to our families.

There is a dearth of services for youth ages 13-18, part of this loss resulting in the tragic passing of our previous Community Outreach Manager, Vince Harper. It is incredibly difficult to refill a position that is not just a job, but a personality and a community leader. We are committed to engaging in recruiting and research over the next 6-12 months to examine how we re-engage in youth programming in meaningful and lasting ways, creating community spaces and events that bring a sense of belonging to neighborhoods, and replace fear and violence with hope and inspiration.

8. Describe how your agency will promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs such as the establishment of violence-free zones, youth mediation, youth mentoring, life skills training, job creation, entrepreneurship programs, after after-school childcare. (CSBG Act Section 676(b)(1)(B), State Plan 14.1b)

CAP Sonoma Fuerza Parent and Youth Support Center offers year round youth mentoring for students attending schools in the Roseland School District. Mentoring includes managing strong emotions, communication with parents/caregivers/peers and managing challenges related to school work/attendance. Students who participate in services improve risky behaviors such as decreasing use of substances and increase school attendance.

For the summer of 2023 (June-August) we received funding through the Community Foundation to create sports and well-being camps for students. These will include soccer and volleyball camps and youth support circles. We will also be engaging parents in Positive Parenting workshops to reduce child maltreatment and strengthen relationships.

CAP Sonoma in collaboration with Luther Burbank Savings launched a pilot program to bring financial literacy courses to high school students in Sonoma County. We created a 5-week summer course that covers Banking/Investing basics, SMART Goal Setting, Saving, Credit/Debt, and Adulting skills like reading a pay stub or filling out the W-4. The course will be offered to two cohorts of up to 25 students each. Priority would be given to seniors and juniors, but all high school grade levels are encouraged to apply. The courses will start towards the end of May and run until mid-July. Students will also be eligible for up to a \$100 match if they open or contribute to a savings account. We first focused our advertising efforts in the Roseland community where the majority of the students come from low-income, minority groups and then expanded the efforts to reach the rest of the county. We would like to continue holding summer/fall sessions if funding is available. There is a great need for financial literacy courses in high schools because this topic is often not part of the High School curriculum, yet many students acquire debt early after graduation because they don't have proper money management skills.

We recently were awarded state funding to increase the length of our Head Start days. We are also considering reducing our Head Start and Early Head Start slots so we can pay enough to hire and retain staff. This would make available buildings that we own usually located on school sites. We are in conversation with collaborative partnerships to identify the most effective ways to utilize those spaces for other youth needs.

Over the next two years we will work with our ECE network to establish recruitment and workforce pathways for high schoolers to take required credits while in school and graduate able to work at our ECE programs.

9. Describe the coordination of employment and training activities as defined in Section 3 of the Workforce and Innovation and Opportunity Act [29 U.S.C. 3102]. (CSBG Act Section 676(b)(5); State Plan 9.4b)

CAP Sonoma, along with other organizations, is a partner agency of Sonoma County Workforce Investment Board under the Workforce Innovation and Opportunity Act (WIOA). The objective of this partnership is to provide all customers access to high-quality one-stop centers that connect them with the full range of services available in their communities, whether they are customers seeking to find jobs, build basic educational or occupational skills, earn a postsecondary certificate or degree, or obtain guidance on how to make career choices, or are businesses and employers seeking skilled workers. Through this partnership, CAP Sonoma refers clients over for employment and training services to JobLink, Sonoma County's comprehensive America's Job Centers of California.

In 2022 we launched the Parents to Professionals program that is recruiting and training our parents and community members to receive the credits necessary to apprentice and teach in our classrooms.

We are also part of an ECE collaborative that is recruiting and funding our local community college students to achieve the credits and work experience to become teachers. The class includes an apprenticeship, hybrid classwork, and dinner and child care when in person.

Workforce development is identified as an area where we have opportunity to expand to meet this need. We are committed to engaging in research over the next 12-24 months to examine how we can best meet this need either by partnerships with leading agencies in this field, or by developing unique programs where there are currently gaps.

10. Describe how your agency will provide emergency supplies and services, nutritious foods, and related services, as may be necessary, to counteract conditions of starvation and malnutrition among low-income individuals. (CSBG Act Section 676(b)(4), State Plan 14.4)

During the Sonoma County fires and during the COVID-19 pandemic, CAP Sonoma partnered with Redwood Empire Food Bank and Santa Rosa City Schools to make the Via Esperanza Family Resource Center a food distribution site. Since then, we have continued our partnership. At our weekly distribution site, clients can drive thru to pick up boxes of food which include: fresh fruit and produce, dairy products including milk, cheese, and yogurt, meats, grains, and canned food. The family resource center also offers diapers, wipes, baby formula, and gently used clothing for those clients who come in on a crisis mode.

CAP Sonoma also offers the Community Crisis Support program (CCS) evolved from the Disaster Relief Housing Assistance program (DRHA) which was developed as part of our agency's response to the disasters that overtook Sonoma County since 2017. This program has provided disaster and crisis support for a variety of housing and basic needs as funding is made available. Today, CCS provides rental or utility assistance depending on funding for any COVID-19 related hardships originating from January 2023 to present. As well as limited assistance for clients impacted financially by emergencies and some financial assistance for 2017 fire survivors. CCS is a responsive program, adapting to local needs that derive from emergencies by acting as a Resilience Hub for the local community, in order to provide basic needs such as food, gift cards and other resources for immediate needs in the event of a disaster or crisis.



CAP Sonoma is the fiscal sponsor for the COAD. COAD stands for Community Organizations Active in Disaster. This term is often used interchangeably with VOAD or Voluntary Organizations Active in Disaster and both are member organizations that include safety net organizations who collaborate with community, nonprofit, and faith-based organizations, government agencies, schools and private businesses to serve the most vulnerable in their community. COAD member organizations focus on preparedness and are ready to respond with resources, volunteers and coordination of services to those who need assistance during and immediately after a disaster, and ideally hold the capacity to activate a long-term recovery group. During an event of a disaster, our focus encompasses the areas highly impacted as well as ensuring that the needs of the most vulnerable are addressed.

Our Head Start program operates a kitchen run by a trained chef with the support of a registered dietician. The menu is set monthly with parent input, and cooks breakfast and lunch every day for each of our 14 sites and 23 classrooms. Our drivers deliver these two meals across the county M-Th. Our chef designs these meals to meet federal programs and also goes above and beyond to make them nourishing and healthy. The federal funds for our food covers about half of the actual cost of the meals, but we refuse to compromise the quality of the food that is so important for the children to receive the full benefit of the classroom. We are looking into increasing partnerships with organizations like Food for Thought and the Redwood Empire Food Bank to support families accessing food on site when they pick up their children. When we do intake for families for Head Start we ensure that they are enrolled in CalFresh if they are eligible to increase both income and food availability.

11. Describe how your agency coordinates with other antipoverty programs in your area, including the emergency energy crisis intervention programs under Title XXVI, relating to low-income home energy assistance (LIHEAP) that are conducted in the community. (CSBG Act Section 676(b)(6))

As previously mentioned, CAP Sonoma is part of many collaborative networks. We are a member and fiscal sponsor of Sonoma County's Community Organizations Active in Disaster (COAD), a 50+ member coalition of nonprofits, faith-based organizations, and government agencies who meet on an ongoing basis to maintain a strong relationship throughout and across Sonoma County. The goal is to help organizations understand each other's capabilities, identify gaps and overlaps and prepare coordinated response efforts during a disaster to serve the most vulnerable in their community.

We are also a member and fiscal sponsor of Sonoma Connect| Sonoma Unidos, which is an innovative collaborative to establish a Community Information Exchange across the community that will allow for coordinated care management, shared response to ACEs, and a collaborative implementation of CalAIM. Starting in July we are also taking on the contract for the community selected digital platform, which is called NinePatch. This will allow for the implementation of closed loop referrals and connecting systems that are currently siloed, such as education, county, and health systems.

Although CAP Sonoma currently does not have a direct formal partnership with our local LIHEAP

service provider, North Coast Energy Services, our agency does refer clients needing energy assistance and weatherization services to that agency.

Additionally, our agency is contracted by the City of Santa Rosa to offer the Help 2 Others (H2O) program. This program provides financial assistance and water-use efficiency improvement for individuals having difficulty paying their water bills.

CAP Sonoma also partners with the Chronicle Season of Sharing Fund along with other agencies to offer this program. The program provides short-term rental, housing assistance, and/or utility assistance for residents who are otherwise able to pay their bills. CAP Sonoma houses the Program Coordinator who, with some volunteers, reviews and approves applications that come through from other referring organizations.

## 12. Describe how your agency coordinates services with your local LIHEAP service provider?

We currently do not have formal partnership with our local LIHEAP service provider, North Coast Energy Services, however, our agency staff are reminded about their services during our agency's program meetings to ensure staff are aware and that referrals for clients needing those services are continuously being made.

## 13. Describe how your agency will use funds to support innovative community and neighborhood-based initiatives, which may include fatherhood and other initiatives, with the goal of strengthening families and encouraging effective parenting. (CSBG Act Section 676(b)(3)(D), State Plan 14.3d)

CAP Sonoma works with the community and other partners to support community initiatives such as covid vaccine awareness and voter registration. Our Fuerza program works with parents of at-risk youth to provide parenting tools and community resources to help parents communicate with their teens and reduce gang involvement. We are currently looking for funding to support a Father's Group cohort similar to our Mother's groups that meet regularly to provide peer support, engagement and resource sharing.

CAP Sonoma's Pasitos Playgroup with support from First5 and Santa Rosa City Schools, is able to provide weekly parent-child group meetings with stories, songs, and activities that support the development of children's fine-motor skills. Research shows that the ability of parents to support their children's school readiness in developmentally appropriate ways is a critical factor in how well that child will succeed in school and later in life. Thus, this program requires that a parent be present and engage in the activities as well. While children are engaging in activities that support their development, Pasitos Playgroup teaches parents about child development and positive parenting practices such as employing positive discipline techniques, establishing routines and reading to their children even after the program has ended.

Our Head Start program provides family and parenting support through our Teachers, Family Outreach Workers (FOWs), and a home visiting program for pregnant mothers. Both the Teachers



and FOWs conduct 2 home visits a year after enrollment in a classroom. The families complete a self assessment that is used to help them set and achieve goals. All of our head start staff are trained in the Triple P parenting curriculum and we provide trainings to parents as well.

14. Describe how your agency will develop linkages to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations. (CSBG Act Section 676(b)(3)(B), State Plan 9.3b)

CAP Sonoma is a leader in Sonoma County in the collaborative work to address gaps in service aces, case management, and resource referrals

Sonoma Connect | Sonoma Unidos (SC|SU) and COAD are two collaborative networks that we are both members of and fiscally sponsor. Since 2017 we have experienced many fires and floods that have had a significant impact across our county, but also have the greatest negative impact our most vulnerable residents. Immediately after 2017 Sonoma CAP started providing financial assistance and services to our low income residents who had been displaced from and lost their homes. We were a key agency in developing the long term recovery group, Rebuilding Our Community (ROC), and building a Disaster Case Management (DCM) program and committee, as well as the Unmet Needs process and committee. We have continued to provide both short term financial assistance and long term DCM to subsequent fire and flood survivors, even through January of 2023. After the initial fire we recognized the need for coordination and planning during “blue skies” times so that we could more effectively activate our network in emergencies. We were part of the core leadership to develop the COAD and became the fiscal sponsor. Because of this preparation our network is identified as an immediate way to disperse funds to those in need after a disaster and we were able to effectively deliver an array of support services through the pandemic, including providing rent relief across the county. When we are providing disaster support we always offer our regular support and services that are available as well.

In 2021 our county was awarded a grant through ACEs Aware state funding that was meant to plan and implement increasing the number of Medicaid providers screening for ACEs as well as building a “network of care” that would create a system for those providers to refer patients to services related to the long term outcomes of their ACEs. We decided to use a Community Information Exchange (CIE) model that focuses on building community leadership for the initiative first, rather than focusing on large county system organizations or selecting technology first. We were successful in engaging community leaders and members in the Community Accountability Action Team, and our program manager is one of the co-chairs of that team. We then selected a technology platform that met the needs expressed by our community members, including shared case management, specific consent standards, and a closed loop referral capacity. We are now taking on that contract from the original holder in order to both ensure and expand that we can build the network of care that will align and leverage resources across the community. Our local 211 provides the resource directory, and in the next year we will train and implement all of our frontline workers to use the system. SC|SU facilitates the connection and collaboration of over 100 Community Based Organizations to share resources and apply to funding opportunities to create a

greater community impact. The NinePatch system will also support partner organizations in implementing the two CBO components of CalAIM, Community Supports and Enhanced Care Management. This work will improve access and lower barriers to resources and services, and allow clients to get what they need with increased dignity and efficiency.

## Monitoring

CSBG Act Section 678D(a)(1)(A) and (B)

1. Describe how your agency's monitoring activities are related to establishing and maintaining the integrity of the CSBG program. Include your process for maintaining high standards of program and fiscal performance.

### **Program Performance:**

Multiple activities are conducted by CAP Sonoma that relate back to establishing and maintaining the integrity of the CSBG program.

CAP Sonoma conducts a Community Needs Assessment to identify current needs and resources of the community. The CNA helps develop agency priorities and identify outcomes. And we use this to help deploy programs and services, partnerships, and other strategies to address the needs identified in ways that attack the underlying causes of poverty in our community. This process follows the Results Oriented Management and Accountability framework continuous growth and improvement.

Additionally, for program performance, we have ROMA certified staff who are involved in training staff on doing data entry, and conducting quarterly reviews with programs to ensure the data is up to date, entered appropriately, and that appropriate documentation that supports services and goals are collected.

Also, when a new program is introduced to the agency, we create a logic model which details program activities and what it is intending to do at the end of the program. The logic model serves both as a planning tool, and as an evaluation tool.

On a program level, we are working on improving our evaluation process for our programs. Currently our agency is focused more on short-term outputs (e.g., what we do), rather than measuring the long-term outcomes (i.e. what happens because of what we do). For that reason, we have encouraged some of our staff to become ROMA implementers to help ease this transition. In the upcoming years, we plan to create a schedule of activities with all programs which lead up to them being reassessed on an annual basis. Proper evaluation in providing transparency and thus strengthening integrity is important to CAP Sonoma.

### **Fiscal Performance:**

To maintain a high standard of fiscal performance, CAP Sonoma recently switched its accounting and financial management software from NetSuite to Sage Intacct. Although both are leading accounting systems, our switch to Sage was determined to fit better for our non-profit. Sage is an accounting-based software which includes advanced functionality like built-in reporting and dashboards, budgeting and planning, project accounting, and contract management. Through dashboards, it is easier for Program Managers to oversee their budgets, expense amount and details, and reconcile. Furthermore, our fiscal department follows their policy and procedure

manual, which is a living document and is reviewed annually, to help our agency maintain financial management, and have risk mitigation. Oversight to fiscal performance is provided by Audit and Financial board committees, and CAP Sonoma also completes an annual single-audit to ensure compliance with OMB circulars.

2. If your agency utilizes subcontractors, please describe your process for monitoring the subcontractors. Include the frequency, type of monitoring, i.e., onsite, desk review, or both, follow-up on corrective action, and issuance of formal monitoring reports.

Our agency has only recently begun using subcontractors to deliver programs. Our monitoring process is as follows:

First, we perform a risk assessment of the subcontracting agency, evaluating several risk factors, such as recent change in leadership, experience with handling public funds, financial audit findings, etc.

We then determine the frequency and intensity of monitoring based on the level of risk found in the risk assessment. For subcontractors with higher risk, we monitor weekly or monthly. For subcontractors with low risk, we monitor quarterly or semiannually.

Monitoring style is dependent on the program. In the “post” covid era, most monitoring is done virtually with both documented reporting and regular virtual meetings. For some programs that include regular physical participation by clients or facilities services, on site monitoring would be implemented. These meetings may increase or decrease based on the level of support needed by the subcontractor to be successful in their role of service delivery.

Should any compliance issues be discovered, we would immediately move into action to assist in the current and ongoing correction of them. Should a subcontractor prove inadequate to delivery services to standard and within compliance, the contract would be reviewed for termination.

## Data Analysis, Evaluation, and ROMA Application

CSBG Act Section 676(b)(12)

Organizational Standards 4.2, 4.3

1. Describe your agency's method for evaluating the effectiveness of programs and services. Include information about the types of measurement tools, the data sources and collection procedures, and the frequency of data collection and reporting. (Organizational Standard 4.3)

CAP Sonoma uses the Results Oriented Management and Accountability (ROMA) cycle of assessment to help evaluate and enhance programs and services. Each program is required to have a set of tools. Each set of tools contains four main components: A logic model, scope of work, budget, and an evaluation plan. Each element directly relates to the elements of the ROMA cycle. The logic model is part of the planning process, the scope of the work is part of the implementation process, and the evaluation plan covers the achievement of results and the evaluation element.

Data is collected across CAP programs at client intake and various points of service depending upon the program. All CAP client data is stored in the CAP 60 database, except for Head Start which utilizes Child Plus, however, we are able to bridge their data over to our main agency database, CAP60.

Annually, or whenever a new program is introduced, measurement tools are reviewed to assure we have the documents that will prove our agency's outputs and outcomes. For example, to find out the number of people enrolled in the program, or rent payments provided, we make use of our intake forms, and log of payments on our CAP60 database as well as our check request submitted to our Fiscal Department. To document the change that has happened and/or the progress that has been made towards the program's goals, we make follow-up phone calls or meetings with clients, or conduct pre/post tests/surveys.

Service data quality is reviewed on a quarterly basis by our agency's ROMA implementers and program staff. We look at accuracy, completeness, reliability, timeliness of the data, and identify any data errors that need to be resolved. This is especially important for program managers and directors who need data to be updated and available to use to report to funders.

2. Applying the Results Oriented Management and Accountability (ROMA) cycle of assessment, planning, implementation, achievement of results, and evaluation, describe one change your agency made to improve low-income individuals' and families' capacity for self-sufficiency. (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

CAP Sonoma examined its current needs and service delivery strategies, and in response to the COVID-19 pandemic, it introduced a central online intake application portal (client portal) that allows clients to complete their intake/application online, apply for multiple programs at once, and upload program required documents. This process helped many individuals who were fearful of coming into closed/compact spaces. Still, a paper intake application, which mirrors the online

portal, is made available. This workflow spares more staff time focused on providing services, and less on repetitive administrative tasks for this frees up time for staff to focus their attention on providing quality service rather than manually handling paperwork or locating records.

Having a central intake application also aligns with the whole-family approach our agency continuously pursues. Rather than focusing on one facet of a family's life, this tool helps put the family at the center by focusing on individuals and families together and offer services in collaboration with other programs or organizations to meet the full range of families' needs. Having the same approach is vital for programs and organizations. We want to be using the best practices and most effective tools when dealing with our recipients to have common outcomes to measure and compare.

### 3. Applying the full ROMA cycle, describe one change your agency facilitated to help revitalize the low-income communities in your agency's service area(s). (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

CAP Sonoma administers the Early Head Start and Head Start Programs. Statewide, hundreds of Head Start classrooms are closed due to their inability to hire and retain teachers and staff, particularly due to high cost of living and rapidly increasing minimum wage. This is consistent with what Sonoma County is experiencing. Prior to the COVID-19 pandemic, Sonoma County was already facing a childcare desert. Availability and affordability of child care is hard to come by, and both present economic challenges for families in Sonoma County.

In short, this means thousands of eligible children and their families are going without services that they deserve — and that the federal government is paying for. This issue is impacting children more than anyone, primarily, children of color or low-income households. Kindergarten readiness is declining in Sonoma County. It was found that “only one in five Sonoma County children were ready for kindergarten when they entered school last fall”.

In partnership with the County of Sonoma, we assessed poverty needs and conditions within the community to support disproportionately impacted individuals and households who have suffered economic impacts as well as disparities in public health outcomes due to the COVID-19 pandemic. CAP Sonoma was contracted and allocated funds by the County of Sonoma to implement and carry out, on County's behalf, the Early Care & Education Recovery & Expansion (ECERE) program in partnership with Community Child Care Council Sonoma County (4cs) as a subcontractor. ECERE program aims to increase the number of quality childcare facilities and spaces available to low income Sonoma County families to exceed pre-pandemic capacity by training new Head Start/Early Head Start teachers through an apprenticeship program and training individuals to become Licensed Family Child Care Home providers, providing grants for childcare facilities to create healthier environments for children, and target recruitment and retention efforts.

In the upcoming years, CAP Sonoma will observe and report progress of the program, evaluate the program by analyzing the data and comparing any benchmarks, and assess needs and resources on a community level.

# Response and Community Awareness

## Diversity, Equity, and Inclusion

1. Does your agency have Diversity, Equity, and Inclusion (DEI) programs in place that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures, and sexual orientations?

☒ Yes

☐ No

2. If yes, please describe.

1. Diversity training and workshops for all staff and board: We conduct regular training sessions to educate employees and the board on the importance of diversity and inclusion. These sessions address unconscious bias, cultural competence, differing perspectives and experiences, and effective communication across diverse groups.
2. Diverse recruitment and hiring practices: We have implemented strategies to attract diverse talent, such as partnering with organizations that serve specific communities, attending job fairs targeting underrepresented groups, and expanding the reach of job postings. Additionally, we regularly review and revise our hiring processes to minimize bias and ensure fair and inclusive candidate evaluation.
3. Cultural celebrations and awareness initiatives: We regularly organize (or partner with others) events and activities that celebrate diverse cultures and important heritage months. These initiatives sometimes include guest speakers, workshops, music, food, or cultural competency training.
4. Language equity on all internal and external communications. We recently hired an ongoing interpreter for all staff meetings and provided translation and interpretation at retreat, translate all agency communications, and contract with partners to provide meeting interpretation on zoom.
5. Pay equity analysis: Regularly assess and address any disparities in compensation to ensure that all employees are fairly compensated irrespective of their backgrounds.
6. Design of programs and outreach campaigns that is culturally informed: Utilize internal and external data to inform of any disparities in population access to services, underserved areas or barriers to services.

Future initiatives:

1. DEIB Committee: Develop a committee that will be responsible for examining organizational policies and practices in order to determine implicit and explicit systemic inequities and discuss, suggest, and assist in implementing constructive changes.
2. Inclusive leadership development: Provide leadership training programs that emphasize the importance of inclusive leadership practices. Equip managers with the skills needed to lead diverse teams effectively and create an inclusive work environment.
3. Employee feedback and inclusion surveys: Our intention is to develop a process in which we regularly seek feedback from employees to gauge their experiences and identify areas for improvement. We intend to conduct anonymous surveys to provide a safe space for



employees to share their thoughts and suggestions regarding current and future DEIB initiatives.

4. Supplier diversity program: We intend to implement a supplier diversity program that promotes partnerships with businesses owned by individuals from underrepresented groups. Our intention is to do our part to create economic opportunities for diverse entrepreneurs and contribute to a more inclusive business ecosystem.
5. Career development programs: We are in the process of designing and implementing career development programs that will provide guidance, resources, training and opportunities for advancement to employees from underrepresented groups. This will include personalized coaching, succession planning initiatives, and targeted professional development opportunities.

3. Does your agency have Diversity, Equity and Inclusion (DEI) policies in place that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures and sexual orientations?

☒ Yes

☐ No

4. If yes, please describe.

*There is no growth experienced in an organization or as individuals if we are only surrounded by people that look, think, and act the same. It is through the unique qualities of each one of our Team Members that we as an organization are able to develop and better reflect and connect with each other and the communities that we serve.*

*Our policies and our culture reflect our commitment to equality, inclusivity, and diversity within the organization and in our broader projects and goals. We are passionate about creating a workplace and supporting endeavors that promote respect and positivity for people of color, for LGBTQIA2S+ folks, and for all people, regardless of gender, orientation, identity, or expression.*

1. Equal Employment Opportunity: This policy reaffirms our commitment to providing equal employment opportunities to all employees and applicants, regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or any other protected characteristic.
2. Anti-Discrimination and Harassment Policy: Our policy prohibits discrimination and harassment based on protected characteristics, and outlines procedures for reporting incidents and seeking resolution. Our policy emphasizes a zero-tolerance approach and we ensure that complaints are thoroughly investigated and addressed.
3. Accommodation for Disabilities: This policy outlines our commitment to providing reasonable accommodations for employees with disabilities, as required by law and in order to support a diverse, and inclusive environment.
4. Code of Conduct: Our code of conduct emphasizes respectful behavior, inclusivity, and professionalism. It provides guidelines for appropriate workplace behavior, addressing issues such as communication, teamwork, respect for others, and cultural sensitivity.
5. Workplace Flexibility and Work-Life Balance: When possible, we offer flexible work arrangements such as remote work options, flexible hours, etc. to accommodate employees'



diverse needs, including caregivers, individuals with disabilities, or those with religious obligations.

6. Education and Experience Equivalencies Policy: It is our policy to review all current and prospective job descriptions for potential qualification for our EEE policy. We recognize that arbitrarily requiring specific educational qualifications or a rigid set of experiences may inadvertently limit the pool of candidates, excluding individuals from underrepresented backgrounds who may have acquired relevant skills through alternative pathways. This policy supports the principles of inclusion and equal opportunity by focusing on the skills, knowledge, and competencies required to perform a job effectively, rather than strictly relying on formal education or specific experiences that may have not been obtained due to systemic barriers to education.
7. Diversity and Inclusion Training Policy: We require all employees to participate in diversity and inclusion training programs and training that enhance cultural competence, foster inclusive behaviors, and create a more inclusive and respectful workplace.
8. Reporting and Non-Retaliation Policy: Our policy encourages employees to report any instances of discrimination, harassment, or other concerns without fear of retaliation. This policy clearly outlines the reporting channels, assures confidentiality, and specifies that individuals who report in good faith will be protected from retaliation.
9. Evaluation and Accountability Policy: This policy emphasizes CAP Sonoma's commitment to regularly evaluating and improving its DEIB efforts. It includes monitoring progress, collecting data, and conducting periodic assessments to ensure the effectiveness of our DEIB initiatives.
10. Inclusive and Equitable Group Meetings Policy: Policy and training for participants of work-related meetings and events that focuses on the importance of respecting and valuing diversity, the importance of inclusive language, equal participation, addressing power dynamics, eliminating bias, and fostering a collaborative environment where teamwork and cooperation are encouraged, and all voices are heard.

Our agency and the community at large is continually learning about equity and belonging, and we have many policies and projects in mind for the coming years.

## Disaster Preparedness

1. Does your agency have a disaster plan in place that includes strategies on how to remain operational and continue providing services to low-income individuals and families during and following a disaster? The term disaster is used in broad terms including, but not limited to, a natural disaster, pandemic, etc.

☒ Yes

☐ No

2. If yes, when was the disaster plan last updated?

2022

3. Briefly describe your agency's main strategies to remain operational during and after a disaster.

After navigating the pandemic, all operations with the exception of in-person childcare can be conducted virtually, so almost no disruption is felt as a result of location displacement or inaccessibility. We have also had plenty of practice in disaster operations, with the several wildfires and floods that have plagued our county over the past 6 years.

In the event of a disaster, our first order of business is to check on the safety and welfare of our own staff. Staff members who have been endangered or displaced as a result of a disaster are offered assistance or given leave to seek safety and shelter or secure the safety of their families. Next, the facilities and HR team evaluate the safety of our work sites, including the safety of travel to/from these sites. Staff members who are able to safely continue operation of programs and services are provided any resources or digital tools necessary to do so. Any programs that can not operate as a result of the disaster are diverted to assist with other efforts. Staff members with flexibility in their workflow, such as administrative staff, collaborate with local authorities and multi-agency coalitions to address any immediate and critical needs of the community. Our fiscal department has a robust infrastructure for facilitating direct assistance funds in a way that is efficient, compliant, and scalable. We are proud to have been identified as a preferred steward of major disaster assistance funds multiple times over.

Our Facilities Manager currently holds a certificate for the FEMA Incident Command System (ICS) and we plan for all managers and above will take FEMA ICS 100 within the next year. This will allow us to engage in larger disasters and other crises in a most meaningful and impactful manner.

# Federal CSBG Programmatic Assurances and Certification

## CSBG Act 676(b)

### Use of CSBG Funds Supporting Local Activities

**676(b)(1)(A):** The state will assure “that funds made available through grant or allotment will be used – (A) to support activities that are designed to assist low-income families and individuals, including families and individuals receiving assistance under title IV of the Social Security Act, homeless families and individuals, migrant or seasonal farmworkers, and elderly low-income individuals and families, and a description of how such activities will enable the families and individuals--

- i. to remove obstacles and solve problems that block the achievement of self-sufficiency (particularly for families and individuals who are attempting to transition off a State program carried out underpart A of title IV of the Social Security Act);
  - ii. to secure and retain meaningful employment;
  - iii. to attain an adequate education with particular attention toward improving literacy skills of the low-income families in the community, which may include family literacy initiatives;
  - iv. to make better use of available income;
  - v. to obtain and maintain adequate housing and a suitable living environment;
  - vi. to obtain emergency assistance through loans, grants, or other means to meet immediate and urgent individual and family needs;
  - vii. to achieve greater participation in the affairs of the communities involved, including the development of public and private grassroots
  - viii. partnerships with local law enforcement agencies, local housing authorities, private foundations, and other public and private partners to
- 
- I. document best practices based on successful grassroots intervention in urban areas, to develop methodologies for wide-spread replication; and
  - II. strengthen and improve relationships with local law enforcement agencies, which may include participation in activities such as neighborhood or community policing efforts;

### Needs of Youth

**676(b)(1)(B)** The state will assure “that funds made available through grant or allotment will be used – (B) to address the needs of youth in low-income communities through youth development programs that support the primary role of the family, give priority to the prevention of youth problems and crime, and promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs that have demonstrated success in preventing or reducing youth crime, such as--

- I. programs for the establishment of violence-free zones that would involve youth development and intervention models (such as models involving youth mediation, youth mentoring, life skills training, job creation, and entrepreneurship programs); and
- II. after-school childcare programs.

## **Coordination of Other Programs**

**676(b)(1)(C)** The state will assure “that funds made available through grant or allotment will be used – (C) to make more effective use of, and to coordinate with, other programs related to the purposes of this subtitle (including state welfare reform efforts)

## **Eligible Entity Service Delivery System**

**676(b)(3)(A)** Eligible entities will describe “the service delivery system, for services provided or coordinated with funds made available through grants made under 675C(a), targeted to low-income individuals and families in communities within the state;

## **Eligible Entity Linkages – Approach to Filling Service Gaps**

**676(b)(3)(B)** Eligible entities will describe “how linkages will be developed to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations.”

## **Coordination of Eligible Entity Allocation 90 Percent Funds with Public/Private Resources**

**676(b)(3)(C)** Eligible entities will describe how funds made available through grants made under 675C(a) will be coordinated with other public and private resources.”

## **Eligible Entity Innovative Community and Neighborhood Initiatives, Including Fatherhood/Parental Responsibility**

**676(b)(3)(D)** Eligible entities will describe “how the local entity will use the funds [made available under 675C(a)] to support innovative community and neighborhood-based initiatives related to the purposes of this subtitle, which may include fatherhood initiatives and other initiatives with the goal of strengthening families and encouraging parenting.”

## **Eligible Entity Emergency Food and Nutrition Services**

**676(b)(4)** An assurance “that eligible entities in the state will provide, on an emergency basis, for the provision of such supplies and services, nutritious foods, and related services, as may be necessary to counteract conditions of starvation and malnutrition among low-income individuals.”

## **State and Eligible Entity Coordination/linkages and Workforce Innovation and Opportunity Act Employment and Training Activities**

**676(b)(5)** An assurance “that the State and eligible entities in the State will coordinate, and establish linkages between, governmental and other social services programs to assure the effective delivery of such services, and [describe] how the State and the eligible entities will coordinate the provision of employment and training activities, as defined in section 3 of the Workforce Innovation and Opportunity Act, in the State and in communities with entities providing activities through statewide and local workforce development systems under such Act.”

## **State Coordination/Linkages and Low-income Home Energy Assistance**

**676(b)(6)** “[A]n assurance that the State will ensure coordination between antipoverty programs in each community in the State, and ensure, where appropriate, that emergency energy crisis intervention programs under title XXVI (relating to low-income home energy assistance) are conducted in such community.”

## **Community Organizations**

**676(b)(9)** An assurance “that the State and eligible entities in the state will, to the maximum extent possible, coordinate programs with and form partnerships with other organizations serving low-income residents of the communities and members of the groups served by the State, including religious organizations, charitable groups, and community organizations.”

### **Eligible Entity Tripartite Board Representation**

**676(b)(10)** “[T]he State will require each eligible entity in the State to establish procedures under which a low-income individual, community organization, or religious organization, or representative of low-income individuals that considers its organization, or low-income individuals, to be inadequately represented on the board (or other mechanism) of the eligible entity to petition for adequate representation.”

### **Eligible Entity Community Action Plans and Community Needs Assessments**

**676(b)(11)** “[A]n assurance that the State will secure from each eligible entity in the State, as a condition to receipt of funding by the entity through a community service block grant made under this subtitle for a program, a community action plan (which shall be submitted to the Secretary, at the request of the Secretary, with the State Plan) that includes a community needs assessment for the community serviced, which may be coordinated with the community needs assessment conducted for other programs.”

### **State and Eligible Entity Performance Measurement: ROMA or Alternate System**

**676(b)(12)** “[A]n assurance that the State and all eligible entities in the State will, not later than fiscal year 2001, participate in the Results Oriented Management and Accountability System, another performance measure system for which the Secretary facilitated development pursuant to section 678E(b), or an alternative system for measuring performance and results that meets the requirements of that section, and [describe] outcome measures to be used to measure eligible entity performance in promoting self-sufficiency, family stability, and community revitalization.”

### **Fiscal Controls, Audits, and Withholding**

**678D(a)(1)(B)** An assurance that cost and accounting standards of the Office of Management and Budget (OMB) are maintained.

☒ **By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying that the agency meets the assurances set out above.**

## State Assurances and Certification

California Government Code Sections 12747(a), 12760, 12768

### **For CAA, MSFW, NAI, and LPA Agencies**

[California Government Code § 12747\(a\)](#): Community action plans shall provide for the contingency of reduced federal funding.

[California Government Code § 12760](#): CSBG agencies funded under this article shall coordinate their plans and activities with other agencies funded under Articles 7 (commencing with Section 12765) and 8 (commencing with Section 12770) that serve any part of their communities, so that funds are not used to duplicate particular services to the same beneficiaries and plans and policies affecting all grantees under this chapter are shaped, to the extent possible, so as to be equitable and beneficial to all community agencies and the populations they serve.

☒ **By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying the agency meets assurances set out above.**

### **For MSFW Agencies Only**

[California Government Code § 12768](#): Migrant and Seasonal Farmworker (MSFW) entities funded by the department shall coordinate their plans and activities with other agencies funded by the department to avoid duplication of services and to maximize services for all eligible beneficiaries.

☐ **By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying the agency meets assurances set out above.**

## Organizational Standards

### Category One: Consumer Input and Involvement

**Standard 1.1** The organization/department demonstrates low-income individuals' participation in its activities.

**Standard 1.2** The organization/department analyzes information collected directly from low-income individuals as part of the community assessment.

**Standard 1.3 (Private)** The organization has a systematic approach for collecting, analyzing, and reporting customer satisfaction data to the governing board.

**Standard 1.3 (Public)** The department has a systematic approach for collecting, analyzing, and reporting customer satisfaction data to the tripartite board/advisory body, which may be met through broader local government processes.

### Category Two: Community Engagement

**Standard 2.1** The organization/department has documented or demonstrated partnerships across the community, for specifically identified purposes; partnerships include other anti-poverty organizations in the area.

**Standard 2.2** The organization/department utilizes information gathered from key sectors of the community in assessing needs and resources, during the community assessment process or other times. These sectors would include at minimum: community-based organizations, faith-based organizations, private sector, public sector, and educational institutions.

**Standard 2.4** The organization/department documents the number of volunteers and hours mobilized in support of its activities.

### Category Three: Community Assessment

**Standard 3.1 (Private)** Organization conducted a community assessment and issued a report within the past 3 years.

**Standard 3.1 (Public)** The department conducted or was engaged in a community assessment and issued a report within the past 3-year period, if no other report exists.

**Standard 3.2** As part of the community assessment, the organization/department collects and includes current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for their service area(s).

**Standard 3.3** The organization/department collects and analyzes both qualitative and quantitative data on its geographic service area(s) in the community assessment.

**Standard 3.4** The community assessment includes key findings on the causes and conditions of poverty and the needs of the communities assessed.

**Standard 3.5** The governing board or tripartite board/advisory body formally accepts the completed community assessment.

#### **Category Four: Organizational Leadership**

**Standard 4.1 (Private)** The governing board has reviewed the organization's mission statement within the past 5 years and assured that:

1. The mission addresses poverty; and
2. The organization's programs and services are in alignment with the mission.

**Standard 4.1 (Public)** The tripartite board/advisory body has reviewed the department's mission statement within the past 5 years and assured that:

1. The mission addresses poverty; and
2. The CSBG programs and services are in alignment with the mission.

**Standard 4.2** The organization's/department's Community Action Plan is outcome-based, anti-poverty focused, and ties directly to the community assessment.

**Standard 4.3** The organization's/department's Community Action Plan and strategic plan document the continuous use of the full Results Oriented Management and Accountability (ROMA) cycle or comparable system (assessment, planning, implementation, achievement of results, and evaluation). In addition, the organization documents having used the services of a ROMA-certified trainer (or equivalent) to assist in implementation.

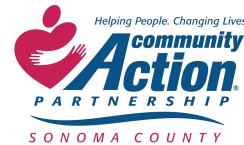


## Appendices

Please complete the table below by entering the title of the document and its assigned appendix letter. Agencies must provide a copy of the Notice(s) of Public Hearing and the Low-Income Testimony and the Agency's Response document as appendices A and B, respectively. Other appendices such as the community need assessment, surveys, maps, graphs, executive summaries, analytical summaries are encouraged. All appendices should be labeled as an appendix (e.g., Appendix A: Copy of the Notice of Public Hearing) and submitted with the CAP.


Document Title	Appendix Location
Copy of the Notice(s) of Public Hearing	A
Low-Income Testimony and Agency's Response	B
CNA Survey (English & Spanish)	C
CNA Survey Results	D
Data Research Summary	E
Community Forums Summary	F

# Notice of Public Hearing




## Outreach for public input on our draft plan


The Public Hearing was advertised on our social media channels from May 22, 2023 up until the event on June 22, 2023. The posts included a link to a digital form where people could send in public comment without attending. The form included a link to the draft plan and the zoom link where the meeting would be held.


**Community Action Partnership of Sonoma County**...


### Intro


We create a safer, healthier & more prosperous Sonoma County through dynamic anti-poverty programs a


 **Page** · Social Service


 Community Action Partnership of Sonoma county is responsible for this Page



 2250 Northpoint Parkway , Santa Rosa, CA, United States, California

 (707) 544-6911

 Communications@capsonoma.org







 [capsonoma.ejoinme.org/MyEvents/DonorGivingPage/DonationPage/tabid/923730/Default.aspx](https://capsonoma.ejoinme.org/MyEvents/DonorGivingPage/DonationPage/tabid/923730/Default.aspx)



 **Open now** ▾

 **Rating** · 4.5 (70 Reviews) 

### Photos

[See all photos](#)




**Community Action Partnership of Sonoma County**  
June 6 at 4:38 PM · 

(Español abajo) We are excited to share our Community Action Plan for 2024-2025. The Community Action Plan, supported by the Community Needs Assessment, is a two-year plan that details how our agency will design services, partnerships, and other strategies to address needs of our community. We would love your feedback!

We will be conducting a public hearing on Thursday, June 22nd at 6:00pm. You can review our draft plan, register to join the zoom, and leave public comment at the following link:  
<https://docs.google.com/.../1FAIpQLSe5RTn.../viewform>  
\*\*\*\*\*

Estamos emocionados de compartir nuestro Plan de Acción Comunitario para 2024-2025. actualizado para los años del programa 2024-2025. El Plan de Acción Comunitario, respaldado por la Evaluación de Necesidades de la Comunidad, es un plan de dos años que detalla cómo nuestra agencia diseñará servicios, asociaciones y otras estrategias para abordar las necesidades de nuestra comunidad. ¡Nos encantaría recibir sus comentarios!

Llevaremos a cabo una audiencia pública el jueves 22 de junio a las 6:00 p. m. Puede revisar nuestro plan preliminar, registrarse para unirse al zoom y dejar un comentario público en el siguiente enlace:  
<https://docs.google.com/.../1FAIpQLSe5RTn.../viewform>

**Helping People. Changing Lives.**  
**community Action PARTNERSHIP**  
SONOMA COUNTY

**CAP Sonoma Community Action Plan 2024-2025 Public Comment / CAP Sonoma Plan de Acción Comunitario 2024-2025 Comentario Público**  
Greetings and thanks for engaging with our Community Action Plan process!  
(Saludos y gracias por participar en nuestro proceso del Plan de acción comunitario)  
The Community Action Plan is a 2-year plan which incorporates the results of our Community Needs Assessment and proposes programming and strategy for our agency to address the needs identified.  
El Plan de Acción Comunitario es un plan de 2 años que incorpora los resultados de nuestra


# Public Hearing Results



## Low-Income Testimony & Agency's Response

We received one submission to the digital form and had one attendee at the virtual public hearing. Both were in Spanish. The public hearing included live translation services, but since the only public participant was Spanish speaking, our Compliance Manager and the translator hosted the majority of the hearing in Spanish on the main channel.

### Digital Comments



### CAP Sonoma Community Action Plan 2024-2025 Public Comment / CAP Sonoma Plan de Acción Comunitario 2024-2025 Comentario Público

1 response

[Publish analytics](#)

#### Public Comment

*Comentario Publico*

1 response

Gracia a cap nuestros hijos y Padres recibimos lo mejor de nuestra gente latina nosotros somos El reflejo de nuestro pueblo. Y los residents nos Ensenan lo mejor de su Pais. Sigamos edificando un mejor futuro para las futuras generaciones que son El Tesoro y herencia de nosotros para un futuro mejor.

### English Translation:

"Thanks to CAP, our children and parents receive the best of our Latino people, we are the reflection of our people. And the residents teach us the best of their country. Let's continue building a better future for future generations that are the treasure and inheritance of us for a better future"

## Verbal Comments during Public Hearing

06/22/23:

### First Comment - Janneth Ruiz

“Pues yo he tenido... Tengo tres hijos, y dentro de los 16 años que tengo en este país a los tres hijos que he tenido se les ha dado atención por medio de 4Cs, a los dos mayores por medio de 4Cs y al más chiquito por medio del Programa Pasitos. Aparte pues he visto dentro de mi comunidad y de mi familia como ese tipo de programas poco a poco fortalecen a las personas que atendemos a una necesidad especial de compromiso con nuestros hijos, y empezamos a fortalecer la educación por medio de esos programas que a veces dicen “a que voy si están tan chiquitos”, “mejor que se queden en casa a jugar”, entonces muchas veces hemos tenido o tenemos la idea de que es mejor la necesidad de que se queden en casa a que se enseñen a progresar educacionalmente y profesionalmente. Estos programas se han hecho, se han ido difundiendo por medio de generaciones a generaciones y han sido un éxito, a mi en lo personal yo tengo una hija que lloraba cuando no lo llevaba a ese programa. Entonces hay muchos papas que tenemos en este país, que tienen uno o dos conocidos y por medio de ese programa nos fortalecemos como familia, inclusive, hay muchas organizaciones que ayudan a que esos programas como Pasitos, incluyan organizaciones más para que nuestros hijos vayan y pongan un.. en alto esos programas, se junta varias organizaciones, se hacen fortalecimientos a través de la educación de nuestros hijos y llegamos al punto de que no hacemos solamente conocidos si no hacemos entre enlaces de amistades y fortalecer este por medio de los maestros y los fuerte lazos con ellos, no son solamente personas que van hacer educación para nuestros hijos si no también los hemos conocido y visto como personas que nos llevan a un futuro más grande para tenerlos como familiares, porque los maestros no son nada más un enlace educacional si no también son personas que te pueden llevar a fortalecer tanto como persona y estos programas necesitan a lo mejor un poquito más de... se podría decir que de empeño operativo entre institución e institución, ya que con lo que yo vi durante el año pasado con mi hijo, me encanto que vi, sesion a sesion, la maestra siempre nos tenía algo nuevo, algo entusiasmado, aparte de lo que ella entraba dentro de su programa. Entonces este pues ese sería, por ahorita, mi comentario, tengo muchas más experiencias pero Action Partnership siempre está también dando programas para fortalecernos como padres. A mi me dieron varios programas en los cuales este no solo el interés económico que dicen que los dan para poder dar “te vamos a dar el ahorro para la universidad de los niños” no es solo eso si no que ayudarnos a fortalecer a nosotros como persona, como padres y quizás uno a veces da palabras pero tenemos que hacer acciones. Entonces para mi es importante que sigamos fortaleciendo las familias de bajos recursos para unirnos no solamente los de bajos recursos, yo he visto personas que tienen niños exitosos y tienen una posición económica mucho mejor pero adoptan a los hijos de nosotros mismos. Entonces ese sería mi comentario.”

### English Translation:

“Well, I've had... I have three children, and in the 16 years I've been in this country, the three children I've had have received care through 4Cs, the two oldest through 4Cs and the youngest through the

Pasitos Program. Additionally, I have seen within my community and my family, how these types of programs little by little strengthen the people we serve with a special need for commitment to our children, and we begin to strengthen education through those programs that sometimes [people] say "why should we go if they are so young", "it's better for them to stay home and play", so then many times we have had or have the idea that it is better for them to stay at home than to teach them to progress educationally and professionally. These programs have been made, they have spread through generations to generations and they have been a success. Personally, I have a daughter who cried when I didn't take her to that program. There are many parents that we have in this country, that have one or two acquaintances and through this program we strengthen ourselves as a family, there are even many organizations that help these programs like Pasitos, include more organizations so that our children can go and...on top of these programs, various organizations come together, strengthening is done through the education of our children and we reach a point where we are no longer only acquaintances but create friendship bonds and strengthen this through strong ties with the teachers. They are not only people who are going to educate our children, but we have also met them and seen them as people who lead us to a greater future to have them as family members, because teachers are not just an educational link but they are also people who can help you strengthen as a person. And these programs perhaps need a little more of... you could say that of operational commitment between institution and institution, since with what I saw last year with my son, I loved that I saw, session by session, the teacher always had something new for us, something exciting, apart from what she entered into her program. So this, well, that would be, for now, my comment, I have many more experiences but Action Partnership is always also offering programs to strengthen us as parents. They gave me several programs for economic interest, they said "we are going to give you the savings for the children's university" while also helping us strengthen ourselves as a person, like parents; and perhaps one sometimes gives words but we have to do actions. So for me it is important that we continue to strengthen low-income families to unite not only the low-income, I have seen people who have successful children and have a much better economic position but support our own children. So that would be my comment."

### **Agency Response:**

\*This need is being addressed in CAP Sonoma's Community Action Plan. Community Member, Janneth, is expressing a need to continue strengthening low-income families; All our programs combined at CAP Sonoma are the real work we are doing to address inequities. Our programs focus on low-income and the most vulnerable, by offering assistance and opportunities for engagement and learning to those in underserved communities.

### **Second Comment (Same individual)**

"Un cosa bien importante, Iliana, este el logotipo que tenemos nosotros como Latinos a veces se nos ha fortalecido y no, muchas personas de nuestro mismo género, de nuestra misma comunidad, de nuestra misma mesa directiva latina, nos hace muchas veces pensar que podemos hacer cosas pero a la vez somos discriminadores. Entonces me gustaría acompañar que todos fortaleceremos un plan donde se

acabe ese tipo de cosas y no nadamas para las personas como yo, osea de origen Latino, sino dentro de la comunidad americana me ha tocado ver también lo mismo, hay muchos personas que tienden hacer un poquito “hay pues es que ella dice y habla pero no lo hace” entonces deberiamos de hacer una generacion de no discriminacion, y no porque me haya tocado que me discriminaran si no porque lo he visto en otras personas.”

#### **English Translation:**

“A very important thing, Iliana, this logo that we have as Latinos has sometimes strengthened us and not, many people of our same gender, from our same community, from our same Latino Board of Directors, often makes us able to do things but at the same time we are discriminators. So I would like to support that we all strengthen a plan where this type of thing ends and not only for people like me, that is, of Latino origin, but within the American community I have also seen the same thing, there are many people who tend to be like “well, she says and speaks but doesn't do it” , so we should create a generation of non-discrimination, and not because I’ve been discriminated against, but because I have seen it in other people.”

#### **Agency Response:**

\*CAP Sonoma looks both internally and externally for better programs, policies, strategies, and practices that advance our diversity, equity, and inclusion of others.

Working towards inclusivity, CAP Sonoma ensures that all communication distributed out to our community is in both English and Spanish (whether in digital or print), this includes our intake forms, flyers, and other forms of communications such as our social media posts. We recently hired an ongoing Spanish interpreter for all staff meetings, translation and interpretation at retreats, translation of all agency communications, and contract with partners to provide meeting interpretation on zoom. We are currently looking for an ASL interpreter for certain meetings, as we have recently had some hard-of-hearing participation that we wish to accommodate.

We encourage training on diversity, equity, and inclusion for all staff and board that help address unconscious bias, cultural competence, differing perspectives and experiences, and effective communication across diverse groups.

Our policies and our culture reflect our commitment to equality, inclusivity, and diversity within the organization and in our broader projects and goals.

We enforce the Equal Employment Opportunity Policy: This policy reaffirms our commitment to providing equal employment opportunities to all employees and applicants, regardless of their race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or any other protected characteristic. As well as the Anti-Discrimination and Harassment Policy, which prohibits discrimination and harassment based on protected characteristics, and outlines procedures for reporting incidents and seeking resolution. Our policy emphasizes a zero-tolerance approach and we ensure that complaints are thoroughly investigated and addressed.

We also have a Diversity and Inclusion Training Policy. Under this policy we require all employees to participate in diversity and inclusion training programs and training that enhance cultural competence, foster inclusive behaviors, and create a more inclusive and respectful workplace.

We have implemented strategies to attract diverse talent, such as partnering with organizations that serve specific communities, attending job fairs targeting underrepresented groups, and expanding the reach of job postings. Additionally, we regularly review and revise our hiring processes to minimize bias and ensure fair and inclusive candidate evaluation.

Some of our future initiatives include developing a DEIB Committee that will be responsible for examining organizational policies and practices in order to determine implicit and explicit systemic inequities and discuss, suggest, and assist in implementing constructive changes. As well as implementing employee feedback and inclusion surveys, and career development programs.

However, we do not currently have any programs or services that explicitly address the problem of racism and social bias. We do acknowledge that structural racism is a primary root cause of poverty in our community, but do not feel we currently contain the knowledge, systems, or talent needed to effectively engage in a meaningful way. More exploration and research is needed in ways that we can approach this major problem. Part of our 2024-2025 plan is to dig deeper into this topic, program design, partnerships, and funders in order to make strategic moves on this front in the future, with hopes to incorporate anti-racist action and messaging throughout our agency's programs and operations.

# CNA Survey

## *Data Gathering from the Community*

---



The CNA Survey we conducted was offered in both English and Spanish. It was open for responses from December 2022 through February 2023. It was provided in paper form at our in-person services sites and sent throughout our agency and community using Google Forms.

The following pages show the paper version of our survey in both English and Spanish. The Google Form version was essentially similar, with the only differences being the appearance in the virtual medium. A link to the online survey was appended as a footer to all agency emails for the duration of the survey's run time.







	Never	Daily	Weekly	Monthly	Quarterly	1 Year
Health Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mental Health Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clothing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Care/Hygiene	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. If you received services at CAP Sonoma County, in the past year, what did we assist you with?

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Financial Workshop    | <input type="checkbox"/> Financial Coaching       | <input type="checkbox"/> Job Referrals                        |
| <input type="checkbox"/> Job Training Skills   | <input type="checkbox"/> Child Education Services | <input type="checkbox"/> Adult Education Services             |
| <input type="checkbox"/> School Supplies       | <input type="checkbox"/> Parenting Support        | <input type="checkbox"/> Head Start/Early Head Start Services |
| <input type="checkbox"/> Mortgage Assistance   | <input type="checkbox"/> Rent Assistance          | <input type="checkbox"/> Deposit Assistance                   |
| <input type="checkbox"/> Utilities Assistance  | <input type="checkbox"/> Water Bill Reduction     | <input type="checkbox"/> Housing Placement                    |
| <input type="checkbox"/> Home Repairs          | <input type="checkbox"/> Food Box/Gift Card       | <input type="checkbox"/> Gasoline Gift Card                   |
| <input type="checkbox"/> Visa/Store Gift Cards | <input type="checkbox"/> Clothing                 | <input type="checkbox"/> Furniture Purchases                  |
| <input type="checkbox"/> Dental Services       | <input type="checkbox"/> Child Care Services      | <input type="checkbox"/> Referrals to Other Resources         |
| <input type="checkbox"/> Other: _____          |   |   |

4. In the past year, did you ever experience homelessness, whether temporarily or permanently? *(Including staying with others, in a hotel, in a shelter, living outside on the street, in a car, in a park)*

- ☐ Yes, temporarily
 ☐ Yes, permanently
 ☐ No

5. If you experienced homelessness, whether temporarily or permanently, what do you think were the top causes?

---



---

6. Do you know how to find community resources if needed?

- ☐ Yes
 ☐ No

## Community Needs

7. How severe do you think each of the following issues are?

	Not a Problem	Slight Problem	Moderate Problem	Severe Problem	Extreme Problem
Physical Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mental Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nutrition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Early Childhood Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adult Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Housing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transportation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabilities Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Translation/Interpretation services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Racial discrimination/equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender discrimination/equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LGBTQI+ discrimination/equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other discrimination/equity: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. How widespread/how many people are facing these issues?

	None	Very Few	Some	Many	Impacts Majority of our Community
Physical Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mental Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nutrition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Early Childhood Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adult Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Housing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transportation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabilities services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Foster care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Translation/Interpretation services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Racial discrimination/equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender discrimination/equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LGBTQI+ discrimination/equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other discrimination/equity: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. How well addressed are these issues by programs/services currently available in our county?

	Unaddressed	Some are Addressed	Half Addressed	Most are Addressed	All are Addressed
Physical Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mental Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nutrition	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Early Childhood Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adult Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Housing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transportation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabilities services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Foster care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Translation/Interpretation services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Racial discrimination/equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender discrimination/equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LGBTQI+ discrimination/equity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other discrimination/equity: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## General Questions

10. Is there an area of need Sonoma County can improve on?

---

---

---

11. What do you feel are the strengths in our community?

---

---

---

## Head Start Questions

12. Do you currently have children enrolled in Head Start/Early Head Start?

☐ Yes ☐ No

13. Do you currently have children waitlisted for Head Start/Early Head Start?

☐ Yes ☐ No

14. Have you or any member of your immediate family been enrolled in Head Start/Early Head Start in the past?

☐ Yes ☐ No

15. Are you eligible but not currently enrolled in Head Start/Early Head Start?

*Pregnant women and children from birth to five years of age are considered for eligibility.*

*HS/EHS uses the Federal Poverty Guidelines as well as current circumstances such as homelessness, SNAP/CalFresh/SSI recipients, children in foster care, and children with special needs when determining eligibility.*

☐ Yes ☐ No

## Respondent Perspective (check all that apply)

16. I identify as a:

- |  |   |
|--|---|
| <input type="checkbox"/> Current Client/Participant of CAPS                | <input type="checkbox"/> Past Client/Participant of CAPS      |
| <input type="checkbox"/> Head Start/Early Head Start Parent                | <input type="checkbox"/> Community Member                     |
| <input type="checkbox"/> Community Leader/Elected Official                 | <input type="checkbox"/> Private Sector Business/Organization |
| <input type="checkbox"/> Employee of CAPS                                  | <input type="checkbox"/> Board Member of CAPS                 |
| <input type="checkbox"/> Employee/Board Member of Community Partner Agency |   |

## For Community Partner Agencies Only (skip if you are not a Community Partner Agency)

17. If you are a Community Partner Agency, what type of sector represents your agency?

- |                                       |  |
|---------------------------------------|--|
| <input type="checkbox"/> Faith Based  | <input type="checkbox"/> Educational institution |
| <input type="checkbox"/> Government   | <input type="checkbox"/> Financial Institution   |
| <input type="checkbox"/> Other: _____ |  |

## Demographics

18. What city do you reside in? \_\_\_\_\_

19. Gender Identity:

- |                                     |  |
|-------------------------------------|--|
| <input type="checkbox"/> Male       | <input type="checkbox"/> Prefer not to say |
| <input type="checkbox"/> Female     | <input type="checkbox"/> Other             |
| <input type="checkbox"/> Non-Binary |  |

20. Race (check all that apply):

- |  |  |
|--|--|
| <input type="checkbox"/> American Indian or Alaskan Native | <input type="checkbox"/> Asian                                     |
| <input type="checkbox"/> Black or African American         | <input type="checkbox"/> Native Hawaiian or Other Pacific Islander |
| <input type="checkbox"/> White                             | <input type="checkbox"/> Biracial/Multi-racial                     |
| <input type="checkbox"/> Other: _____                      | <input type="checkbox"/> Unknown                                   |

21. Ethnicity:

- |   |   |                                  |
|---|---|----------------------------------|
| <input type="checkbox"/> Hispanic or Latino | <input type="checkbox"/> Not Hispanic or Latino | <input type="checkbox"/> Unknown |
|---|---|----------------------------------|

22. Primary Language: ☐ English ☐ Spanish ☐ Other: \_\_\_\_\_

23. Do you speak any other languages in your household? If so, which? \_\_\_\_\_

24. What is your age range?

- |                                |                                |                                |                                |
|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| <input type="checkbox"/> 16-21 | <input type="checkbox"/> 22-30 | <input type="checkbox"/> 31-40 | <input type="checkbox"/> 41-50 |
| <input type="checkbox"/> 51-60 | <input type="checkbox"/> 61-70 | <input type="checkbox"/> 71-80 | <input type="checkbox"/> 81+   |

25. What is the highest level of education you have completed?

- |  |  |
|--|--|
| <input type="checkbox"/> 0-8 <sup>th</sup> grade | <input type="checkbox"/> 9-12 <sup>th</sup> Non-Graduate |
| <input type="checkbox"/> High School Graduate    | <input type="checkbox"/> GED                             |
| <input type="checkbox"/> Some College            | <input type="checkbox"/> Associate's Degree              |
| <input type="checkbox"/> Bachelor's Degree       | <input type="checkbox"/> Master's Degree                 |
| <input type="checkbox"/> Doctoral Degree         |  |

26. What is your household's annual income? \_\_\_\_\_

27. How many people reside in your household? \_\_\_\_\_

28. Type of household?

- |   |  |
|---|--|
| <input type="checkbox"/> Single parent-female | <input type="checkbox"/> Single parent- male                   |
| <input type="checkbox"/> Two-parent household | <input type="checkbox"/> Two person household with no children |
| <input type="checkbox"/> Multigenerational    | <input type="checkbox"/> Single person                         |

29. What is the primary form of income for your household?

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Employment  | <input type="checkbox"/> Self-employment | <input type="checkbox"/> Retirement/pension            |
| <input type="checkbox"/> Child support   | <input type="checkbox"/> Loans           | <input type="checkbox"/> SDI (State Disability Income) |
| <input type="checkbox"/> SSA (Social Security Disability/Supplemental Security Income) |  |  |
| <input type="checkbox"/> UIB (Unemployment Insurance Benefits)                         |  |  |

30. Which of the following categories describes your employment status? (check all that apply)

- |  |   |
|--|---|
| <input type="checkbox"/> Employed Full-time (30 hours or more) | <input type="checkbox"/> Employed Part-time (Less than 30 hours)    |
| <input type="checkbox"/> Migrant Seasonal Farm Worker          | <input type="checkbox"/> Unemployed (Long-term, more than 6 months) |
| <input type="checkbox"/> Unemployed (Not in Labor Force)       | <input type="checkbox"/> Unemployed (Short-term, 6 months or less)  |
| <input type="checkbox"/> Student                               | <input type="checkbox"/> Disabled                                   |
| <input type="checkbox"/> Active Military                       | <input type="checkbox"/> Veteran                                    |
| <input type="checkbox"/> Retired                               | <input type="checkbox"/> Other: _____                               |

31. Which of the following categories best describes your housing status?

- |  |   |
|--|---|
| <input type="checkbox"/> Homeowner   | <input type="checkbox"/> Renter                             |
| <input type="checkbox"/> Homeless  | <input type="checkbox"/> Living with family/friend for free |
| <input type="checkbox"/> Living with two or more families in the same house or apartment |   |
| <input type="checkbox"/> Other: _____  |   |

32. Do you own a cell phone?

- ☐ Yes      ☐ No

33. Do you own a Computer/laptop?

- ☐ Yes      ☐ No

34. Do you have consistent access to high speed internet?

- ☐ Yes      ☐ No





## Partner Agency Questions

35. Which community needs are addressed by services at your agency?

- |  |   |
|--|---|
| <input type="checkbox"/> Physical Health                     | <input type="checkbox"/> Mental health                      |
| <input type="checkbox"/> Nutrition                           | <input type="checkbox"/> Early Childhood Education          |
| <input type="checkbox"/> Adult Education                     | <input type="checkbox"/> Housing                            |
| <input type="checkbox"/> Employment                          | <input type="checkbox"/> Transportation                     |
| <input type="checkbox"/> Disabilities Services               | <input type="checkbox"/> Child care                         |
| <input type="checkbox"/> Foster care                         | <input type="checkbox"/> Social services                    |
| <input type="checkbox"/> Translation/Interpretation services | <input type="checkbox"/> Professional development           |
| <input type="checkbox"/> Racial discrimination/equity        | <input type="checkbox"/> Gender discrimination/equity       |
| <input type="checkbox"/> LGBTQI+ discrimination/equity       | <input type="checkbox"/> Other discrimination/equity: _____ |
| <input type="checkbox"/> Other: _____                        |   |

36. Of the services you provide, which of them do you feel adequately addresses the needs of our community?

- |  |   |
|--|---|
| <input type="checkbox"/> Physical Health                     | <input type="checkbox"/> Mental health                      |
| <input type="checkbox"/> Nutrition                           | <input type="checkbox"/> Early Childhood Education          |
| <input type="checkbox"/> Adult Education                     | <input type="checkbox"/> Housing                            |
| <input type="checkbox"/> Employment                          | <input type="checkbox"/> Transportation                     |
| <input type="checkbox"/> Disabilities Services               | <input type="checkbox"/> Child care                         |
| <input type="checkbox"/> Foster care                         | <input type="checkbox"/> Social services                    |
| <input type="checkbox"/> Translation/Interpretation services | <input type="checkbox"/> Professional development           |
| <input type="checkbox"/> Racial discrimination/equity        | <input type="checkbox"/> Gender discrimination/equity       |
| <input type="checkbox"/> LGBTQI+ discrimination/equity       | <input type="checkbox"/> Other discrimination/equity: _____ |
| <input type="checkbox"/> Other: _____                        |   |

37. Which services do you plan to expand in the next 2 years?

---

---

---

---

38. If you could expand services without concern for funding, what needs would you prioritize based on your perception of current unmet needs in our community?  
(unmet needs = community needs minus available service capacity)

---

---

---

---

Please return this form to:  
Iliana Valenzuela  
Compliance Manager  
141 Stony Circle, Suite 210  
Santa Rosa, CA 95401  
(707)544-6911 ext. 1089  
[ivalenzuela@capsonoma.org](mailto:ivalenzuela@capsonoma.org)



**(Community Needs Assessment)**

Los invitamos a participar en la "Encuesta de Evaluación de las Necesidades de la Comunidad" como una forma de ayudarnos a identificar las necesidades en nuestra comunidad y crear un plan estratégico para abordar esas necesidades. La encuesta es completamente anónima y no recopila ninguna información de identificación. Su participación ayudará a nuestra agencia y a nuestra comunidad a elaborar estrategias para la planificación e inversiones futuras, y al mismo tiempo identificar las necesidades y objetivos de la comunidad.

Community Action Partnership del Condado de Sonoma se compromete a crear vías para la seguridad económica que duren de generación en generación.

Las Agencias de Acción Comunitaria, como la nuestra, son parte de una red nacional de organizaciones públicas y privadas sin fines de lucro que trabajan para abordar la pobreza a nivel local. La pobreza se puede entender mejor como un estado o condición en el que una persona o comunidad carece de los recursos financieros y esenciales para un nivel de mínima calidad de vida; donde la falta de riqueza o ingresos impide la capacidad de satisfacer algunas o todas las necesidades básicas. El estado de pobreza en los Estados Unidos se asigna a las personas que no cumplen con un determinado umbral de ingresos; en el condado de Sonoma el 6.4% vive en la pobreza.

Si tiene alguna pregunta, inquietud o comentario sobre esta encuesta, comuníquese con Iliana Valenzuela usando el siguiente correo electrónico: [ivalenzuela@capsonoma.org](mailto:ivalenzuela@capsonoma.org)

1. ¿Cuáles necesidades considera que son las más importantes para usted y su familia?

---

2. En el último año, ¿con qué frecuencia se le dificultó proporcionar lo siguiente para usted o su familia? (Seleccione una de las casillas por cada elemento enumerado a la izquierda).

[illegible]

	Nunca	Diariamente	Semanalmente	Mensualmente	Trimestralmente	1 Año
Internet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Servicios de Salud	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Servicios de Salud Mental	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cuidado de los Niños	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Educación Infantil	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ropa	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cuidado/higiene personal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Otro: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Si recibió servicios en CAP Sonoma, en el último año, ¿cuál de estos servicios recibió?

- |  |  |
|--|--|
| <input type="checkbox"/> Taller financiero                   | <input type="checkbox"/> Entrenamiento financiero                    |
| <input type="checkbox"/> Referencias de trabajo              | <input type="checkbox"/> Servicios de educación para niños           |
| <input type="checkbox"/> Habilidades de capacitación laboral | <input type="checkbox"/> Servicios de educación para adultos         |
| <input type="checkbox"/> Suministros escolares               | <input type="checkbox"/> Apoyo a los padres                          |
| <input type="checkbox"/> Cuidado de niños                    | <input type="checkbox"/> Servicios de Head Start/Early Head Start    |
| <input type="checkbox"/> Asistencia con su hipoteca          | <input type="checkbox"/> Asistencia con la renta                     |
| <input type="checkbox"/> Asistencia con su depósito          | <input type="checkbox"/> Asistencia con los servicios públicos       |
| <input type="checkbox"/> Reducción de la factura del agua    | <input type="checkbox"/> Colocación de la vivienda                   |
| <input type="checkbox"/> Reparaciones de casa                | <input type="checkbox"/> Caja de comida/tarjeta de regalo            |
| <input type="checkbox"/> Tarjeta de regalo para la gasolina  | <input type="checkbox"/> Visa o tarjeta de regalo para alguna tienda |
| <input type="checkbox"/> Ropa                                | <input type="checkbox"/> Compra de muebles                           |
| <input type="checkbox"/> Servicios dentales                  | <input type="checkbox"/> Referencias a otros recursos                |
|  | <input type="checkbox"/> Otro: _____                                 |

4. En el último año, ¿alguna vez estuvo sin hogar, ya sea de manera temporal o permanente?  
(Incluyendo quedarse con otras personas, en un hotel, en un refugio, vivir afuera en la calle, en un auto, en un parque)

- ☐ Si, temporalmente      ☐ Si, permanentemente      ☐ No

5. Si experimentó la falta de vivienda, ya sea de manera temporal o permanente, ¿cuáles cree que fueron las causas principales?

---



---

6. ¿Sabe cómo encontrar recursos comunitarios en caso de ser necesarios?

- ☐ Si      ☐ No

## Necesidades de la Comunidad

7. ¿Qué tan grave cree que son cada uno de los siguientes problemas?

	No es un problema	Problema Pequeño	Problema Moderado	Problema Grave	Problema Extremo
Salud Física	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salud Mental	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nutrición	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Educación Infantil	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Educación de Adultos	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivienda	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Empleo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transportación	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Servicios para Discapacitados	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cuidado de niños	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Foster Care/Cuidado de Crianza Temporal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Servicios Sociales	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Servicios de traducción/interpretación	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Desarrollo Profesional	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discriminación/equidad racial	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discriminación/equidad de género	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discriminación/equidad de LGBTQI+	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Otra Discriminación/equidad: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Otro: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8. ¿Qué cree usted que es la cantidad de personas que se enfrentan a estos problemas?

	Nadie/ Ninguno	Muy Pocas	Algunas	Muchas	Impacta a la mayoría de nuestra comunidad
Salud Física	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salud Mental	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nutrición	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Educación Infantil	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Educación de Adultos	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivienda	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Empleo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transportación	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Servicios para Discapacitados	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cuidado de niños	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Foster Care/Cuidado de Crianza Temporal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Servicios Sociales	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Servicios de traducción/interpretación	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Desarrollo Profesional	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discriminación/equidad racial	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discriminación/equidad de género	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discriminación/equidad de LGBTQI+	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Otra Discriminación/equidad: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Otro: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. ¿Qué tan bien abordan estas áreas los programas/servicios actualmente disponibles en nuestro condado?

	Sin resolver	Algunos son Abordados	Medio Abordados	La Mayoría son Abordados	Todos son Abordados
Salud Física	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salud Mental	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nutrición	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Educación Infantil	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Educación de Adultos	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vivienda	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Empleo	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transportación	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Servicios para Discapacitados	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cuidado de niños	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Foster Care/Cuidado de Crianza Temporal	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Servicios Sociales	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Servicios de traducción/interpretación	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Desarrollo Profesional	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discriminación/equidad racial	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discriminación/equidad de género	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discriminación/equidad de LGBTQI+	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Otra Discriminación/equidad: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Otro: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Preguntas Generales

10. ¿Hay alguna área de necesidad que el condado de Sonoma pueda mejorar?

---

---

---

11. ¿Cuáles siente que son las fortalezas en nuestra comunidad?

---

---

---

## Preguntas acerca de Head Start

12. ¿Actualmente tiene niños inscritos en Head Start/Early Head Start?

☐ Si ☐ No

13. ¿Actualmente tiene niños en lista de espera de Head Start/Early Head Start?

☐ Si ☐ No

14. ¿Usted o algún miembro de su familia inmediata ha estado inscrito en Head Start/Early Head Start en el pasado?

☐ Si ☐ No

15. ¿Es elegible pero actualmente no está inscrito en Head Start/Early Head Start?

*Las mujeres embarazadas y los niños desde el nacimiento hasta los cinco años de edad se consideran elegibles.*

*HS/EHS utiliza las Pautas Federales de Pobreza, así como las circunstancias actuales, como la falta de vivienda, los beneficiarios de SNAP/CalFresh/SSI, los niños en cuidado de crianza temporal y los niños con necesidades especiales al determinar la elegibilidad.*

☐ Si ☐ No

## Perspectiva del encuestado (marque todo lo que aplique)

16. Yo me identifico como:

- ☐ Cliente/participante actual de CAP Sonoma
- ☐ Cliente/participante en el pasado de CAP Sonoma
- ☐ Padre de participante de Head Start/Early Head Start
- ☐ Miembro de la comunidad
- ☐ Líder comunitario/oficial electo
- ☐ Empresa/organización del sector privado
- ☐ Empleado de CAP Sonoma
- ☐ Miembro del consejo de administración de CAP Sonoma
- ☐ Empleado/miembro del consejo de administración de alguna agencia social comunitaria

## Para Agencias Sociales Comunitarias solamente

17. Si pertenece a una Agencia Social Comunitaria, ¿qué tipo de sector representa su agencia?

- ☐ Basada en la fé ☐ Institución Educativa
- ☐ Gobierno ☐ Institución Financiera
- ☐ Otro: \_\_\_\_\_

## Características Demográficas

18. ¿En qué ciudad reside? \_\_\_\_\_

19. Identidad de Género:

- |                                     |  |
|-------------------------------------|--|
| <input type="checkbox"/> Masculino  | <input type="checkbox"/> Prefiero no decir |
| <input type="checkbox"/> Femenino   | <input type="checkbox"/> Otro: _____       |
| <input type="checkbox"/> No Binario |  |

20. Raza (marque todas la que apliquen):

- |   |   |
|---|---|
| <input type="checkbox"/> Indio americano o nativo de Alaska | <input type="checkbox"/> Asiático                                   |
| <input type="checkbox"/> Negro o Afroamericano              | <input type="checkbox"/> Nativo hawaiano u otro isleño del Pacífico |
| <input type="checkbox"/> Blanco                             | <input type="checkbox"/> Birracial/Multirracial                     |
| <input type="checkbox"/> Otro: _____                        | <input type="checkbox"/> Desconocido                                |

21. Etnia:

- |   |  |                                      |
|---|--|--------------------------------------|
| <input type="checkbox"/> Hispano o Latino | <input type="checkbox"/> No Hispano o Latino | <input type="checkbox"/> Desconocido |
|---|--|--------------------------------------|

22. Lenguaje Primario: ☐ Inglés ☐ Español ☐ Otro: \_\_\_\_\_

23. ¿Habla otros idiomas en su hogar? Si es así, ¿cuál? \_\_\_\_\_

24. ¿Cuál es su rango de edad?

- |                                |                                |                                 |                                |
|--------------------------------|--------------------------------|---------------------------------|--------------------------------|
| <input type="checkbox"/> 16-21 | <input type="checkbox"/> 22-30 | <input type="checkbox"/> 31-40  | <input type="checkbox"/> 41-50 |
| <input type="checkbox"/> 51-60 | <input type="checkbox"/> 61-70 | <input type="checkbox"/> 71- 80 | <input type="checkbox"/> 81+   |

25. ¿Cuál es el nivel más alto de educación que ha completado?

- |   |   |
|---|---|
| <input type="checkbox"/> 0-8vo grado              | <input type="checkbox"/> No Graduado de Preparatoria (9-12) |
| <input type="checkbox"/> Graduado de Preparatoria | <input type="checkbox"/> GED                                |
| <input type="checkbox"/> Algo de Colegio          | <input type="checkbox"/> Graduado Asociado                  |
| <input type="checkbox"/> Licenciatura             | <input type="checkbox"/> Maestria                           |
| <input type="checkbox"/> Doctorado                |   |

26. ¿Cuál es el ingreso anual del hogar? \_\_\_\_\_

27. ¿Cuántos miembros hay en el hogar? \_\_\_\_\_

28. ¿Tipo de hogar?

- |  |  |
|--|--|
| <input type="checkbox"/> Madre soltera       | <input type="checkbox"/> Padre soltero         |
| <input type="checkbox"/> Hogar de dos padres | <input type="checkbox"/> Dos adultos sin hijos |
| <input type="checkbox"/> Multigeneracional   | <input type="checkbox"/> Una sola persona      |

29. ¿Cuál es la principal forma de ingreso de su hogar?

- |  |  |
|--|--|
| <input type="checkbox"/> Empleo  | <input type="checkbox"/> Trabajo por cuenta propia                 |
| <input type="checkbox"/> Retiro/Pensión  | <input type="checkbox"/> Manutencion de niños                      |
| <input type="checkbox"/> Prestamo  | <input type="checkbox"/> SDI (Ingresos estatales por discapacidad) |
| <input type="checkbox"/> SSA (Seguro Social por Discapacidad/Seguridad de Ingreso Suplementario) |  |
| <input type="checkbox"/> UIB (Beneficios del Seguro de Desempleo)                                |  |



30. ¿Cuál de las siguientes categorías describe su situación laboral?(marque todas la que apliquen)

- |   |   |
|---|---|
| <input type="checkbox"/> Empleado, tiempo completo (30 horas o más) | <input type="checkbox"/> Empleado, tiempo parcial (menos de 30 horas) |
| <input type="checkbox"/> Trabajador agrícola                        | <input type="checkbox"/> Desempleado (largo plazo, más de 6 meses)    |
| <input type="checkbox"/> Desempleado                                | <input type="checkbox"/> Desempleado (corto plazo, 6 meses o menos)   |
| <input type="checkbox"/> Estudiante                                 | <input type="checkbox"/> Discapacitado                                |
| <input type="checkbox"/> Militar activo                             | <input type="checkbox"/> Veterano                                     |
| <input type="checkbox"/> Retirado/Jubilado                          | <input type="checkbox"/> Otro: _____                                  |

31. ¿Cuál de las siguientes categorías describe mejor su estado de vivienda?

- |   |   |
|---|---|
| <input type="checkbox"/> Propietario  | <input type="checkbox"/> Inquilino                                |
| <input type="checkbox"/> Sin hogar  | <input type="checkbox"/> Viviendo con familia/amigo gratuitamente |
| <input type="checkbox"/> Viviendo con dos o más familias en la misma casa o apartamento |   |
| <input type="checkbox"/> Otro: _____  |   |

32. ¿Tiene un celular?

- ☐ Si                      ☐ No

33. ¿Tienes una computadora / computadora portátil?

- ☐ Si                      ☐ No

34. ¿Tiene acceso constante a internet de alta velocidad?

- ☐ Si                      ☐ No

## Preguntas para Agencias Sociales Comunitarias

35. ¿Qué necesidades de la comunidad son abordadas por los servicios en su agencia?

- |  |   |
|--|---|
| <input type="checkbox"/> Salud Física                            | <input type="checkbox"/> Salud Mental                               |
| <input type="checkbox"/> Nutrición                               | <input type="checkbox"/> Educación Infantil                         |
| <input type="checkbox"/> Educación para adultos                  | <input type="checkbox"/> Vivienda                                   |
| <input type="checkbox"/> Empleo                                  | <input type="checkbox"/> Transportación                             |
| <input type="checkbox"/> Servicios para discapacitados           | <input type="checkbox"/> Cuidado de niños                           |
| <input type="checkbox"/> Foster care/cuidado de crianza temporal | <input type="checkbox"/> Servicios Sociales                         |
| <input type="checkbox"/> Servicios de traducción/interpretación  | <input type="checkbox"/> Desarrollo Profesional                     |
| <input type="checkbox"/> Discriminación/equidad Racial           | <input type="checkbox"/> Discriminación/equidad de género           |
| <input type="checkbox"/> Discriminación/equidad de LGBTQI+       | <input type="checkbox"/> Otra tipo de discriminación/equidad: _____ |
| <input type="checkbox"/> Otro: _____                             |   |

36. De los servicios que brinda, ¿cuál de ellos cree que aborda adecuadamente las necesidades de nuestra comunidad?

- |  |   |
|--|---|
| <input type="checkbox"/> Salud Física                            | <input type="checkbox"/> Salud Mental                               |
| <input type="checkbox"/> Nutrición                               | <input type="checkbox"/> Educación Infantil                         |
| <input type="checkbox"/> Educación para adultos                  | <input type="checkbox"/> Vivienda                                   |
| <input type="checkbox"/> Empleo                                  | <input type="checkbox"/> Transportación                             |
| <input type="checkbox"/> Servicios para discapacitados           | <input type="checkbox"/> Cuidado de niños                           |
| <input type="checkbox"/> Foster care/cuidado de crianza temporal | <input type="checkbox"/> Servicios Sociales                         |
| <input type="checkbox"/> Servicios de traducción/interpretación  | <input type="checkbox"/> Desarrollo Profesional                     |
| <input type="checkbox"/> Discriminación/equidad Racial           | <input type="checkbox"/> Discriminación/equidad de género           |
| <input type="checkbox"/> Discriminación/equidad de LGBTQI+       | <input type="checkbox"/> Otra tipo de discriminación/equidad: _____ |
| <input type="checkbox"/> Otro: _____                             |   |

37. ¿Qué servicios planean expandir en los próximos 2 años?

---



---



---



---

38. Si pudiera expandir los servicios sin preocuparse por la financiación, ¿qué necesidades priorizaría en función de su percepción de las necesidades actuales no satisfechas en nuestra comunidad?

(necesidades insatisfechas = las necesidades de la comunidad menos la capacidad del servicio disponible)

---



---



---



---

Por favor de regresar esta encuesta a:  
 Iliana Valenzuela  
 Compliance Manager/Gerente de Cumplimiento  
 141 Stony Circle, Suite 210  
 Santa Rosa, CA 95401  
 (707)544-6911 next. 1089  
[ivalenzuela@capsonoma.org](mailto:ivalenzuela@capsonoma.org)

# CNA Survey Results

## *Data Gathering from the Community*



The CNA Survey we conducted was offered in both English and Spanish. It was open for responses from The results presented on following pages are a combination of all responses in English and Spanish, from both paper and digital submissions. The survey included 39 questions. Responses were collected from December 2022 through February 2023. We received 218 total responses, 150 in English and 68 in Spanish.

Sharing/displaying such a massive dataset as these results is challenging. What follows in the coming pages are the full results separated by language, though the full responses were compiled and analyzed as a single dataset. Because the survey response dataset comes from four different sources (English paper, Spanish paper, English digital, Spanish digital) the results were compiled in a spreadsheet, which is included at the end of this section and while it displays tiny at normal magnification, you can zoom in to see the full dataset there if desired. Extensive analytics and coding was performed to help write the content of the plan, however these are not included here to avoid submitting a behemoth of data crunching. These are available on request.

## English

### #1: What do you see as the most important needs for you and your family?

having enough money for bills
Stable Housing
the increase of hours to work for be able to have medical insurance
Mental Health
better income because the cost of living is too High
Housing, rent, food, gas
House, Health, food
affordable housing
Quality child care and education
safety, affordable childcare, paying our rent and bills on time
I feel that the most important need for my family is to make sure that the location we live in is safe, and full of opportunity for development professionally, and emotionally.
Affordable housing, safe communities, healthcare access
Available housing that is affordable, employment
The most important needs for my family and I are rent, utilities and groceries.
Basic housing, food and necessities.

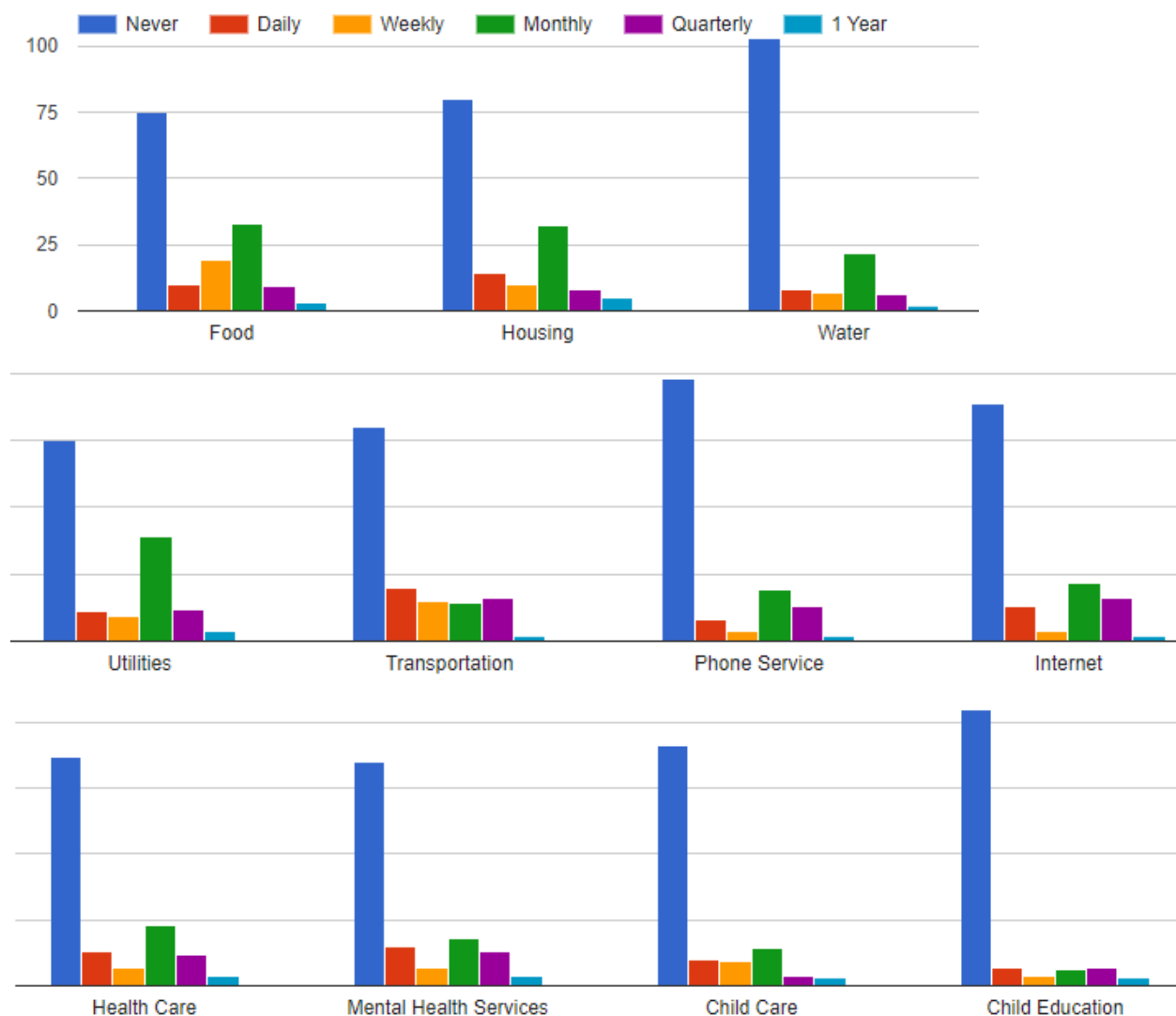
housing
Affordable housing, food, affordable daycare
We need support in the regulation of the increase of rent payment, education and health system as well.
affordable housing, shelter, child care, access to mental health support, parenting support. legal services(assistance with custody and , support with domestic violence, need help getting their driver licenses and paying fees and fines, food insecurity, paying bills, insufficient income, unable to pay car insurance, car repairs, gas
Stability
To maintain our personal good health and to maintain the safety of our neighborhood.
rent, gas/electric, water/sewer bills assistance
housing, food
Housing
Keeping our home.. Me getting through my cancer treatment.
Healthy Food
No for me, but for family with low income the biggest need is rental assistance/housing
Housing and steady income plus transportation and a means to communicate(internet and cell phone). Clean clothes and shoes, ie housing again.
lack of Rent, constant worried about being homeless, lack of financial resources, lack of people to help support emotional financial, lack of resources help not knowing where to go how to get help confidence, lack of programs in county to help stabilize rent costs for single women w family --that can't afford rent , his increase of living, inflation, basically low income cant live and pay their bills and feds keep raising inflation and help is needed to prevent homelessness and poverty and woman need ir in this county -job training for disabled and plans ---a solid way to pay rent for disabled--government has not came up with a plan to help get rent paid everyone is becoming homeless due to high rent inflation and no job coaching for disabled to move forward--cannot live if you are disabled --its a bad predicament that the state and government needs to fix but county can help in any way possible prevent homelessness and poverty to single women who need help with families
Housing and food
housing
To prioritize our money correctly,
Making sure my family is under a roof as I took in my daughter and her 3 boys ages 7, 21/2 and 1 year old just got separated from her husband
Housing & Food
Higher wages, so we can buy a house
affordable and accessible quality child care
Having a roof to live under
Find a stable living arrangement on SSI income in Sonoma Co.
Housing
Housing
We are blessed to have all we need
High cost of living and low wages
Substance abuse resources/assistance
none
Improved economy with stable or improved basic needs including food and utility prices, healthcare costs and insurance rates
Building community; affordable housing, transportation, and food costs
shelter and food

Building savings and money to retire.
Affordable housing, affordable health care, access to healthy food, community connections
Food and transportation
Cheaper cost of living as in rent and or food items for our daily sustainability.
None
Health and wellbeing
CAP neglected to help me and process right now my rental assistance application. wasting 4 to 5 months of my time and energy.
To impact communities and live a legacy
After school programs, community meeting space
affordable housing
housing
Housing and work
Quality education, affordable housing (at all levels!)
My biggest struggle is with medication and dental needs currently putting off a necessary procedure because I can't afford it. I work at a non-profit providing assistance with housing, homelessness prevention and crisis support - I am sometimes providing assistance to people who have more income than I do. Where is the help for the helpers?
have saving for the future, medical insurance
Education, job, access to Health, social activities for children and families.
Home maintenance, medical care
Health care, more wages to combat the rising cost of everything.
Adequate Health Care
Housing
housing stability
Support emotionally, understanding, empathy, and therapy.
Child care
Housing
A safe and affordable community.
Healthcare and education
Open space
Affordable housing
More affordable housing
Health and nutrition
Stability and happiness and healthy living
Childcare and support with transportation to and from.
housing, financial assistance for rent, car repair, utilities, transportation, knowledgeable and reliable case manager, food delivery
Shelter, food, safety
Financial Security
youth camps, elder care
Affordable, high-quality child care
I am in severe need of utility bills help. Losing my job made it impossible for me to pay them.

Safety, access to medical and mental health services and high quality public education.
Affordable health care
Senior benefits/assistance
Housing & schooling
High level health care. I would like to see the county initiate a program to attract high level medical professionals to this area; i.e. graduates from top US medical schools. For both internal medicine and specialized care.
Food, Housing, Water, Utilities, Transportation and Health Care.
living wage to support living in Sonoma County
Wage increase
An excellent education, good health and community safety.
House
Alimento
A home and stability
Retirement Savings
Economic self sufficiency.
Housing
Our Health
Housing assistance
To be able to have a place to rest our heads and find balance and to be safe
The most important would be assistance with the electric bill as it is important we can always have electricity and heat.
more food stamps and lower rent
Utility bills
Food and shelter
Resources available in Spanish
Access to affordable child care
A safe neighborhood
Financial help
Social Security
Help in finding affordable housing . It is frustrating trying to find the right place to get the help we need
Shelter/Rent, food, work, transportation
Health, wellbeing, education, nutrition
Health, wellbeing, education, nutrition
rent & electricity payment assistance
Food, shelter,education, healthcare
To have family stability and to provide for family
obtaining or having a house to live in
Health, safety, activities
I think housing and food are the most important needs for my family and I
Looking for a part-time job that fits our family schedule.
Housing and nutrition
The most important needs would be food and housing

Health care and quality education
Shelter, food
A place to live. I'm homeless at the moment,
Safe housing
I think there should be more food programs. With the prices up so high , there's way more people in need. Sometimes the food banks run out of food before everyone gets some.
Cash aid to pay rent buy necessities

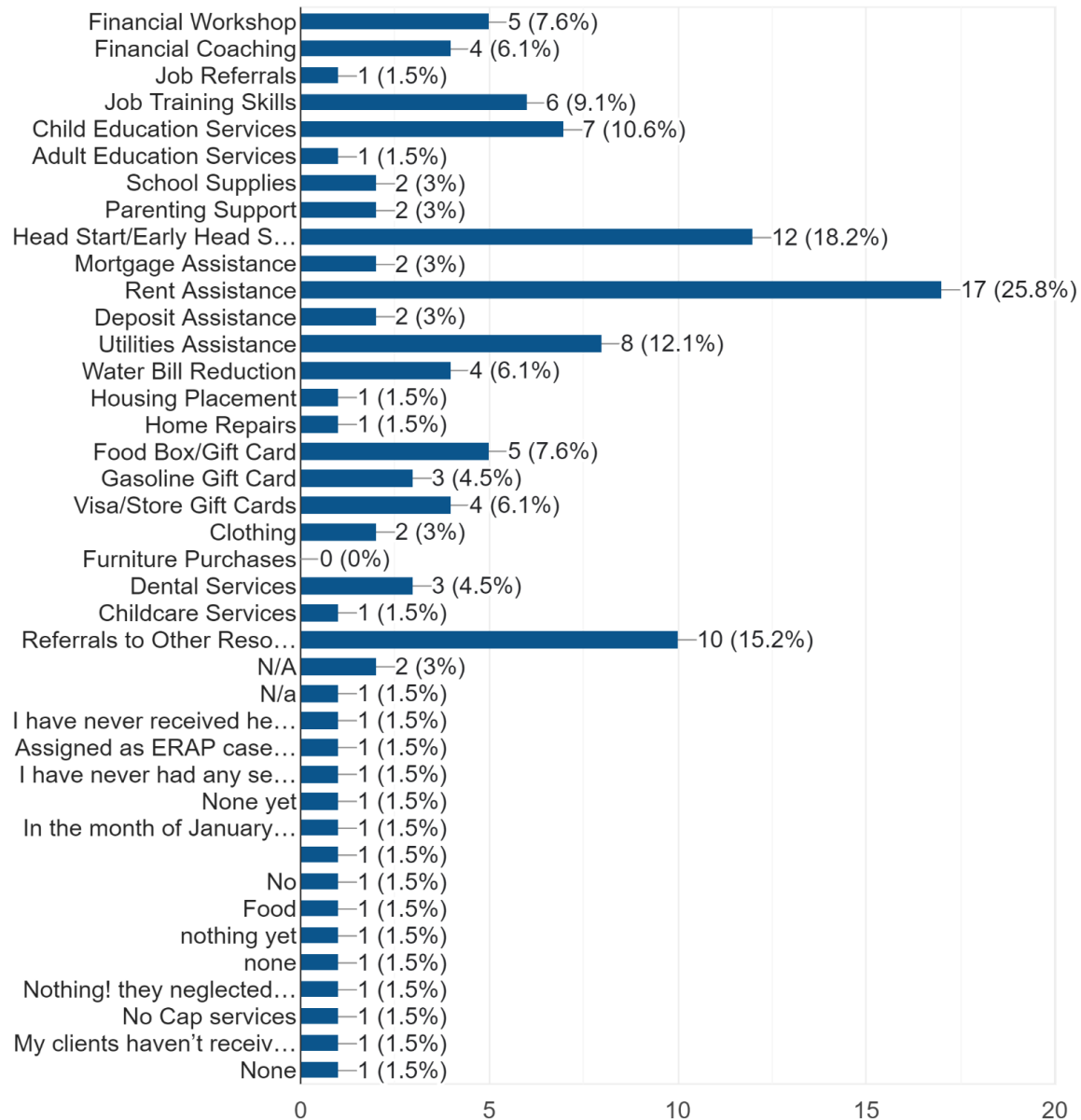
## #2: In the past year, how frequently did you struggle to provide the following for you or your family?



### #3:

If you received services at CAP Sonoma, in the past year, what did we assist you with?

66 responses

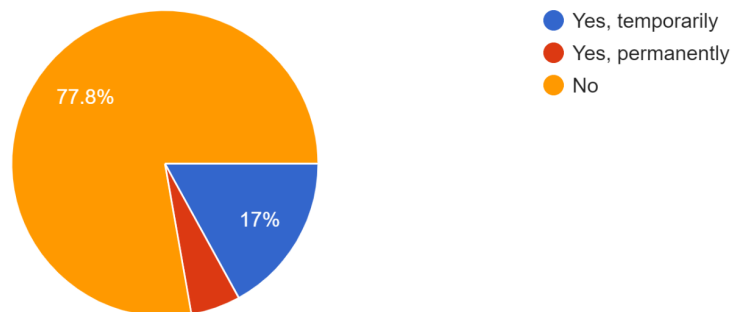




#### #4:

In the past year, did you ever experience homelessness, whether temporarily or permanently?  
(Including staying with others, in a hotel, in a shelter, living outside on the street, in a car, in a park)

153 responses



#### #5: If you experienced homelessness, whether temporarily or permanently, what do you think were the top causes?

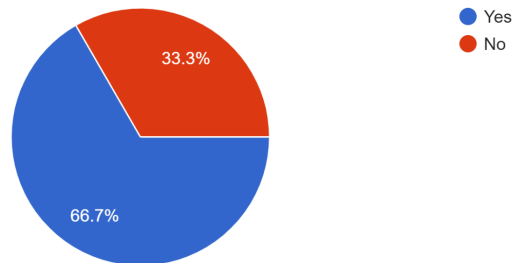
flexibility on the job
economy, increase living expenses
Affordable housing. The apartment I ended up renting required a \$4000 deposit which I had to borrow from several family members.
Lack of affordable housing.
eviction due to not being able to afford rent, fleeing domestic violence
Not enough resources to handle displacement
laid off of work & needed to move from apt at the same time.
2017 fire victims
Almost got evicted because I can't afford making payments for rent and having to go to San Francisco every other week.. I still am struggling with rent. Scared i'll lose my home with my 2 year old boy.
Covid
Lack of immediate rental assistance
Loss of employability an injury caused by overworking employees illegally.
not enough money to pay rent for disabled --rent to high no help -government is not caught on to eta it cost to liven californa -people are becoming homeless lack of resources for older disabled women in transition --poverty level cant pay rent or even eat its ludicrous
Not affording rent
Not this year but in past, income, transportation, mental health, no support
Cost of rent
High cost of living and lack of housing that is affordable anywhere in Sonoma Co., as well as the inability to afford the deposit to get into a place.
I am actually homeless but living at someone's house. I am not self sufficient. My car is not working since last March. :( I have health issues chronic
Deposits

Everything is expensive
CAP neglected to help me and process right now my rental assistance application. wasting 4 to 5 months of my time and energy.
Depression, support, housing, mental health, MONEY
Housing availability that met our needs and expense of housing versus pay.
not for me, but for a family member it would have been lack of a support system
Trauma, addiction, hopelessness, loss (divorce) I stopped doing what worked for me. My recovery, church, counseling, and I had an injury lifting weights.
Rental costs
I hear about unemployment, lack of affordable housing, victims of abusive relationships
No affordable housing. And when looking for Housing needed to have a good credit score and A high down payment
Can't pay rent
N/a
My alcoholisms and addictions
Difficulty in navigating community services related to housing such as low income housing vouchers and section 8 housing. We need clear direct integrative services in Sonoma County.
loss of income, transportation, child care during work hours
N/A
No bueno
No
Finances
The landlord said he was selling to get me out, the place I was moving to returned my deposit, got more from someone else(I am a HUD recipient.I have lived in my car a year-now they want to expire my voucher!
hotels to expensive
Due to covid I had no job and me and my sons father split due to violence so I stayed in a safe house
Employment commute, rent costs
I have not been able to find housing and in the past due to a job loss
Due to loss of job and income to be able to pay rent
My daughter Bella turned 13 in July, 2022, when she was born I had this wonderful social worker helping us. And she was able to get us housing. My daughter's father have been living in Washington State and I had no fear at all that he would show up. But one day he did, drunk as usual and basically got us kicked out of that apartment complex. At that time I had found a job that I absolutely loved and was very happy for the first time in my life. After I lost the apartment I was very lucky and was able to find another little place to live. One day he came to the place and went nuts, they destroyed the house. He ended up fighting 20 cops. And a police dog as well. I was later told that he was the most dangerous individual that they had ever run across. I believe this is because they shot him 15 times with tasers and it didn't even slow him down in the face neck and chest. The shot him with rubber bullets they shot him with bean bags. As you can imagine the house was destroyed. The people who ran the place gave me another chance if I could put it back the way it was then I would be able to stay. Unfortunately I could not. So my daughter went to live with my parents and I was on the street. That was around 10 years ago.
Illegal eviction
Collusion and corruption

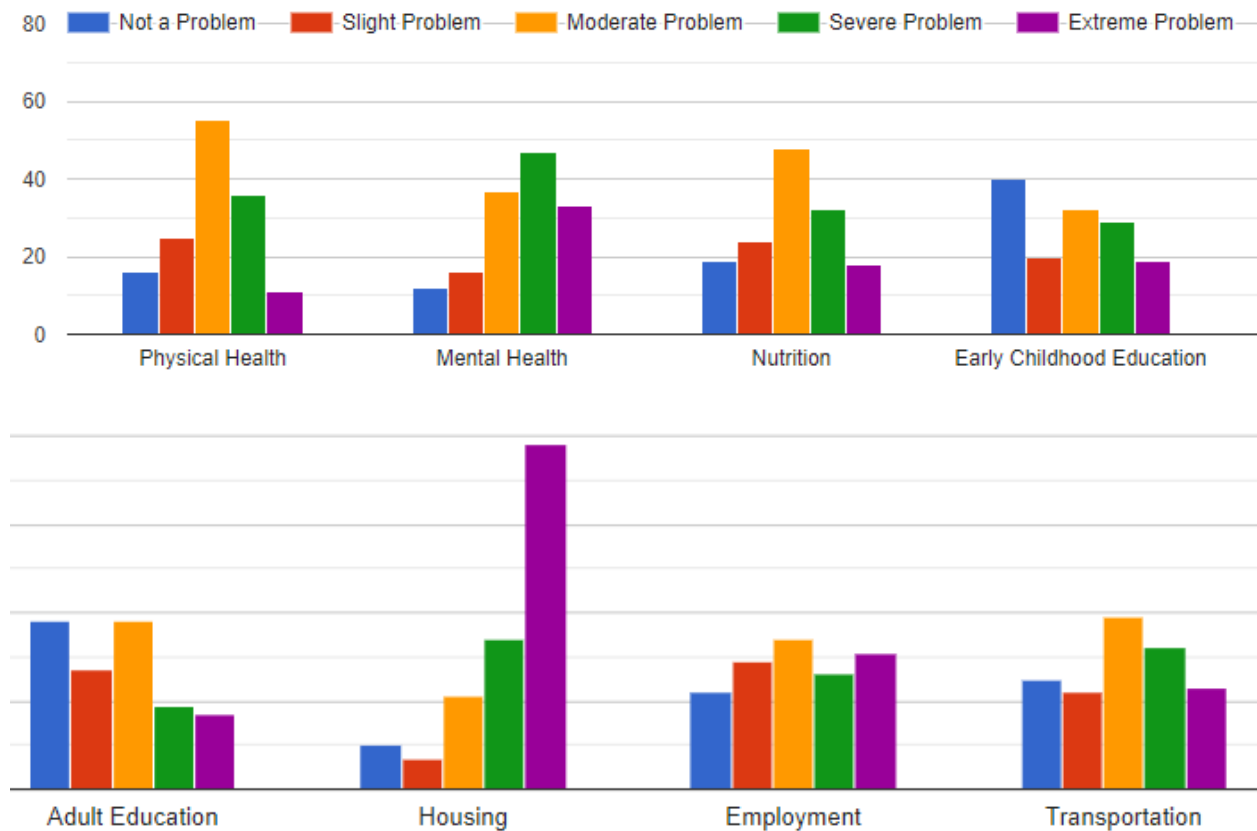
## #6:

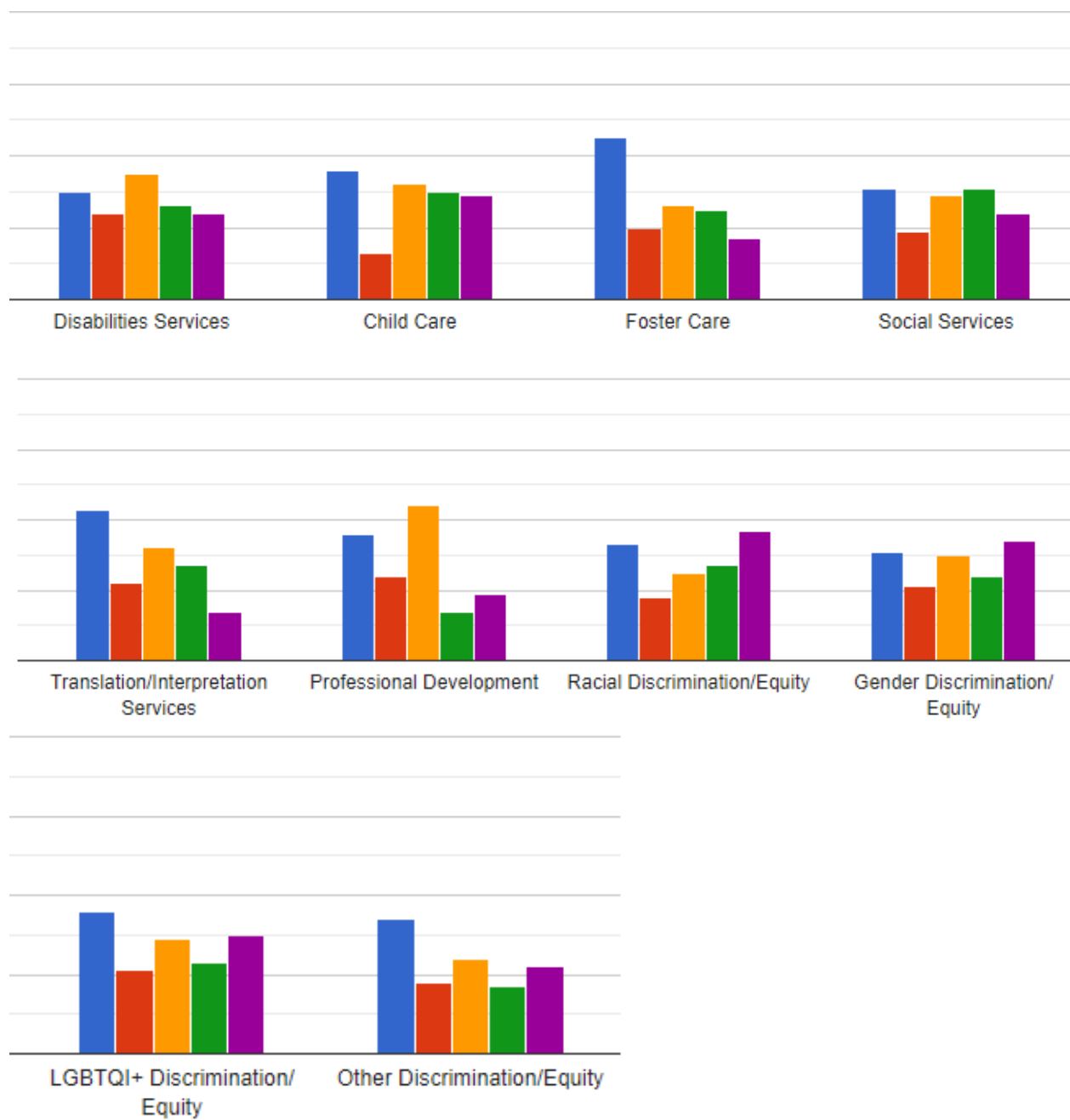
Do you know how to find community resources if needed?

153 responses

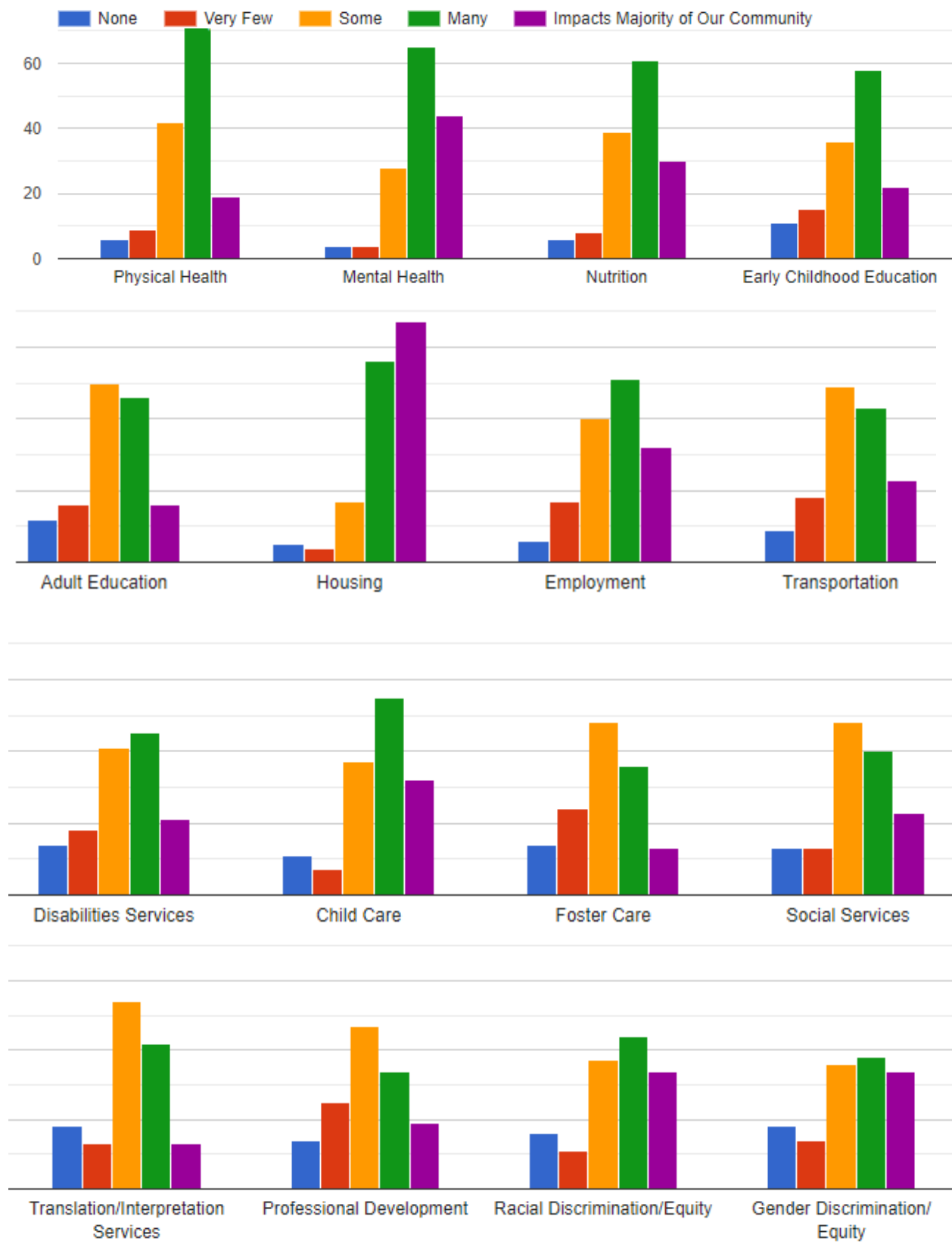


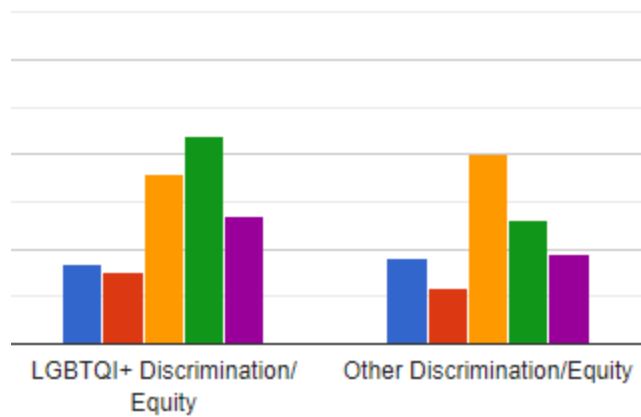
## #7: How severe do you think each of the following issues are?



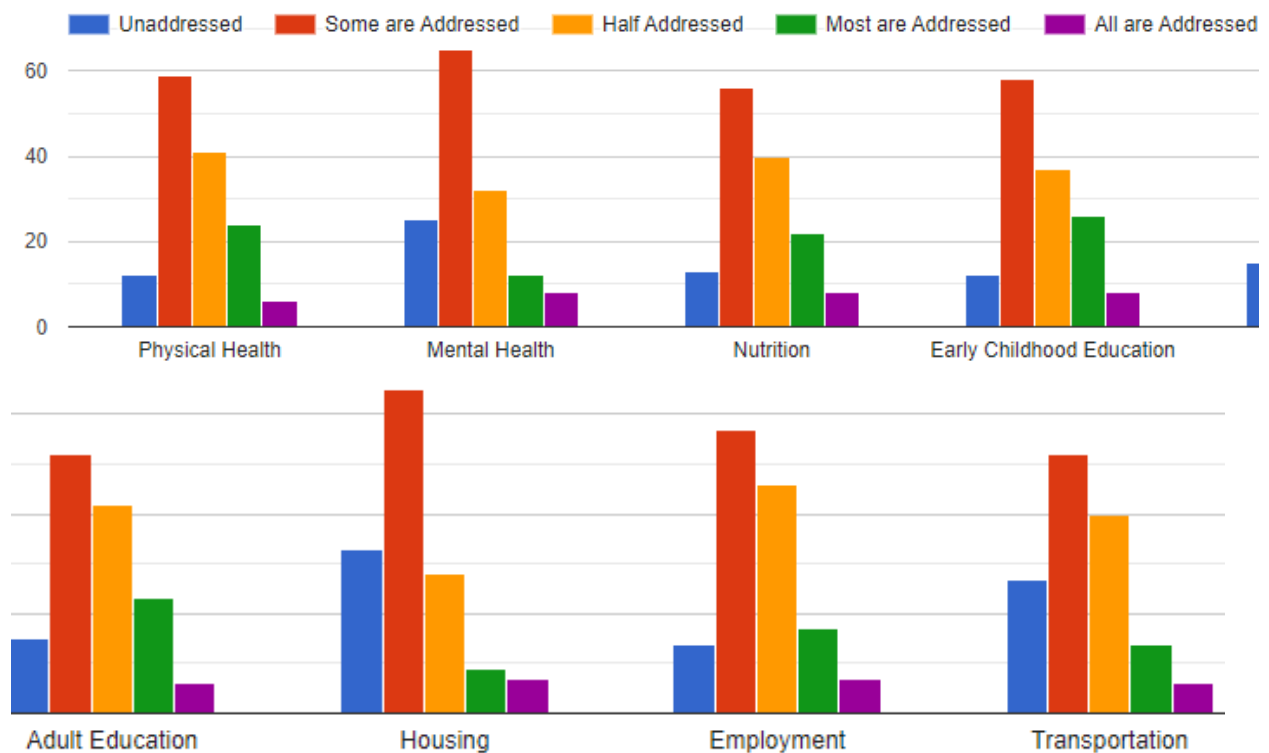


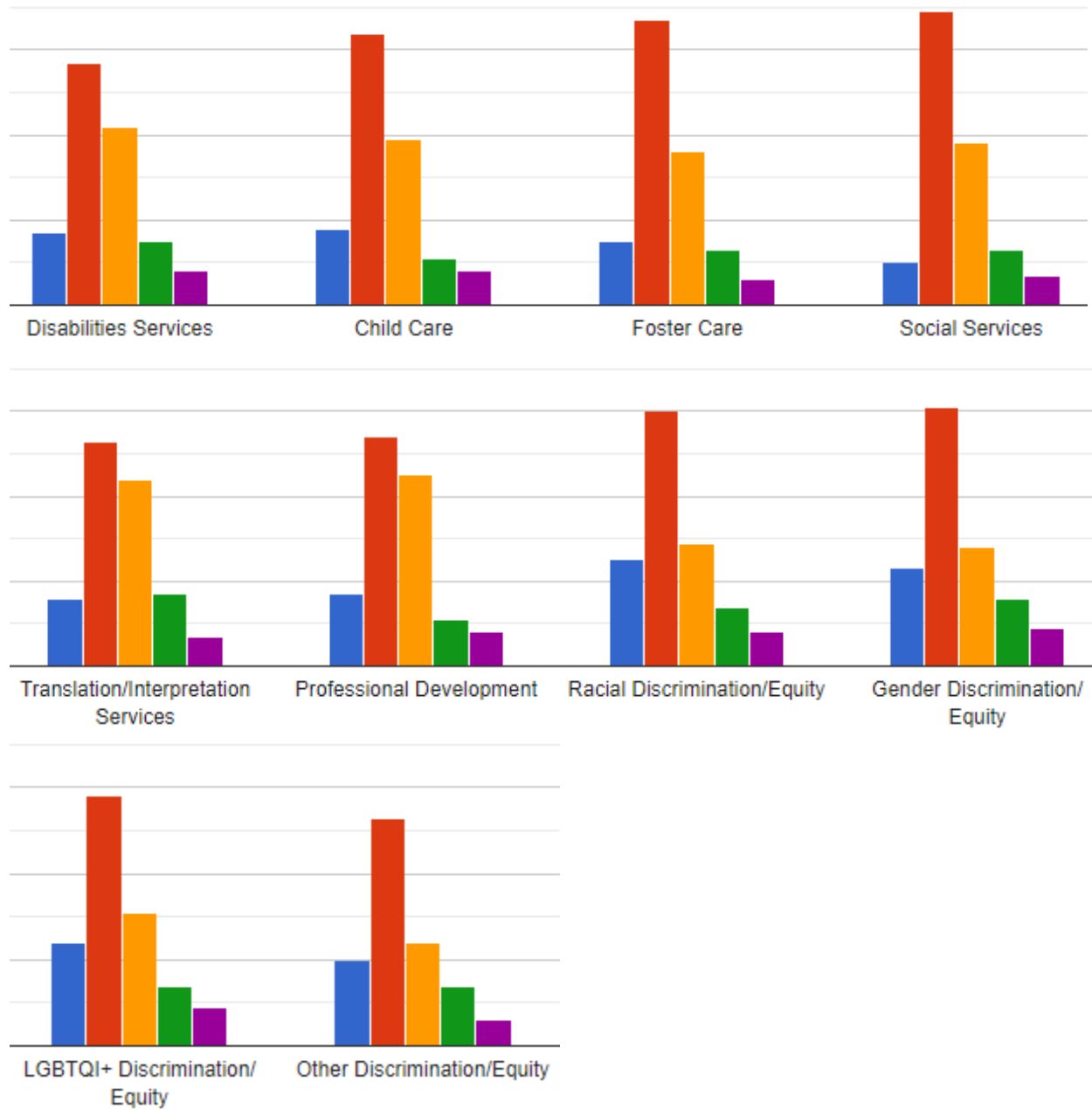
**#8: How widespread/how many people are facing these issues?**





### #9: How well addressed are these issues by programs/services currently available in our county?





## #10: Is there an area of need Sonoma County can improve on?

affordable housing
Housing and Mental Health
help more the Hispanic community specially the immigrant and follow up on them with the help
Rent control/real estate regulations (inventory control/price caps)
rent assistance
affordable housing for lower middle class
Housing assistance

More mental health resources
Homeless individuals in and around school campuses. It is a health and safety issue for our young people.
Homelessness and mental health are two areas that I feel need the most improvement
The need for more effective fund distribution needs to be improved.
True affordable housing, housing assistance for low and middle income families, mental health resources, adult education, childcare
Housing, crime, mental health resources
City Parks need to be redesigned . Most of the structures are over 30 years old or more and outdated. They don't incentivize kids or families to use them regularly. Public transportation .
I think having more programs for students. Especially high school students.
Affordable housing. Affordable Childcare for single parents.
Housing affordability and availability
housing
Housing
More housing for middle class or "front line workers"
Housing regulation
compassion for those who are struggling financially, mentally, emotionally, that includes support financially and emotionally. Trying to alleviate some of the burdens and stressors for individuals who are struggling financially, emotionally, and mentally. Meeting them where they are at and not adding to their stress levels. Sonoma county also treats people of color a lot harsher than their counterparts and we need to hold them accountable and bring awareness to the deep rooted racism here.
Community efforts
Neighborhood resident active participation in crime prevention.
RENT!!!, Employment
Diversity
Equality
Jobs
Mental Health Services/Homelessness
Santa rosa ca
integrated programs
Housing/ rental assistance
Single mothers assistance with enrichment for elementary school children who were 1-3 years old when the pandemic first was shelter in place. Social distancing and no going to school. How it has taken early education from the pre schoolers and elementary aged kids, and the families affected by this. Help adjusting especially when homeless during that time with resources or programs to repair the lack of resilience some of us may have. Not capable of recovering from the trauma, also the glass fire evacuation. Continuum of care and coordinated entry horrible. Catholic charities violated my civil rights and discrimination during the shelter in place. We all were in some form or another by that charity. Abuse of power and a horrible experience. Mental health of Sonoma co. Raul. He was a lifesaver. He kept me from losing my mind at that time. While person care is great clinic.
work with state of california to address programs for disabled low income women in transition so they can pay their rent and be employed and get help services medical attention to their medical needs but mostly just keep helping with housing food and transportation so families people don't go homeless. people cannot afford to live with inflation -progrms like yours actually save lives and prevent people from being homeless state needs a wake up call in how bad it really is. programs like yours save peoples lives
HOUSING BOTTOM LINE
homelessness, mental health, addiction, housing
They need to pay at a job that what it cost to live



I think Sonoma County takes good care of it's community
quality housing for all
Housing
Housing and child care. I see these as being closely related issues.
Homelessness
Affordable housing and more vouchers for people that are disabled
Housing and car repairs
Housing
mental health including addiction treatment, homelessness,
Housing & homelessness
Housing availability and cost of housing
transportation public
Housing
More low-income/no-income housing with social services: i.e. employment assistance, health care- physical and mental
Conversations about privilege based on class and race
housing, crime
Services to include middle income people
All those listed on the earlier pages need to be addressed
Housing
Community Action has done an amazing job, and I'm forever grateful for that. I think all the problems we have just won't or takes a long time for it to lessen but it will take a whole community to help a whole community.
?
A quicker response time on services being applied for.
Housing,homelessness,food
CAP neglected to help me and process right now my rental assistance application. wasting 4 to 5 months of my time and energy.
Agriculture
Programs for youth and young adults
Adding more educational programs that lead to good paying jobs
Housing
Child care and homeless
Housing opportunities?
We truly need some sort of mental facility for the homeless who are facing mental issues. They need a place where they can live, get the appropriate care, have freedom, but also security from themselves and others.
Rent control, retroactive action against the many landlords/property managers that price gouged rents after the fires and during/after COVID. It's making our county unlivable for the poor working class (ie f/t employment, but still suffering or barely making it) while the rich get richer. Rent control on new ADUs is also needed because the idea of loosening permit restrictions was to create more housing and more affordable housing options. Instead we're seeing luxury ADUs that only help the wealthy.
training better the personnel that is in charge of helping our community especially in CAP.
Availability of information for support

Home, safety, afterschool programs for students low cost, roads for walk and bikes, ways to help with employment non resident people,
Long term home vacancies/short term rentals
Wages
Real solution to improving needs of homeless individuals, not throwing money at it without providing avenue to betterment.
Free after school programs and affordable housing
Mental Health, Child Care and Housing
Transportation in rural areas that meets individual needs not a bus. Equality - women - workforce - pay. Continued professional education opportunities. Aging support systems. Rural area of the county need more localized social services. Mental health access - and non-police method of supporting homeless population LONG TERM.
Southwest
All services need help
Housing for all.
Rohnert Park
In Santa Rosa
Affordable housing
All previous categories
Better Public Transportation - Especially for Seniors
Rental rates
Homelessness is out of control here ( and in CA/US generally)
Equitable, affordable housing
Affordable housing for everyone no waiting list
Affordable house. System navigation shouldn't be so complicated.
Assisting working class in need of help
Making it easier for some people to get the resources available to help them some people may not know about them! Other than that nothing else needs improvement I believe.
More funding into jobs in the social services field. Community resource providers need help with staffing and they need to pay livable wages that allow employees to afford housing.
elder services, housing, financial assistance, disability services, transportation
Food insecurity, unsheltered
Housing/ adequate transportation/ mental health/ discrimination of all kinds even elder.
elder care resources; free transportation; free swim lessons and gear
Homelessness/affordable housing, child care, sustainable urban planning (i.e., building higher density, multi-use housing in urban areas close to groceries and transit)
Housing and mental health
Mental health services
housing and mental health
You never mentioned elderly who are alone!!!
Santa Rosa
No
Wow - all of the above, plus issues related to fire and flood occurrences.
Transportation

Not at this time
affordable housing
Multi generational supports and opportunities
Accessible child care, accessible housing
Transportation
Yes
No
Housing, mental health outreach, support
Child care, housing, support for immigrant communities, undocumented communities
Housing
Affordable Housing
Yes-Making more bathrooms available
Homeless people / indigent
CAP fails to communicate with clients. I need ERAP assistance & this county has been more difficult to navigate and Han other counties who remained in the Housing Is Key program according to my landlord.
Yes having people in power that take the time to listen and actually care
Housing.
The county I am sure is doing the best it can but there does seem to be a rise in homelessness and although there is low income housing it does not seem to be adjusting yet to the minimum wage increases as of late.
homeless food
Health services
Better advertising available services
Roseland district
Access to affordable child care
Safety & Security of neighborhoods
Affordable housing
Mental health
Information on finding affordable housing
Rent costs, grocery costs
Housing
Housing
child care availability
N/a
Homeless housing issue
Translating services
equitable housing
No
Early child development
Lower cost healthcare more investment in parks in activities for kids and families
Housing
Have any more rental assistance available
No

None
N/A
I think Sonoma County can improve on developing more affordable and keeping a healthy rental vacancy rate. They can improve on making equitable policies and changes that are less oppressive of BIPOC. They can also improve transitions of off systems. By improving these areas, I think this can directly or indirectly improve homelessness in our County. The County should pay attention to the demographics and statistics of those experiencing homelessness because I think that can really help identify areas that need support.
School safety
The lower Russian River area, starting in Forestville, Guerneville (Which I believe may be the worst, due to the amount of people in my situation, as well as the fact that Guerneville is the main tourist attraction, & therefore the main source of income for the area) After that Monte Rio, once known as "Vacation Wonderland" * It must of got that nickname long ago, as it's claim to fame now is an area known as "Heroin Hill" Last but not least is Cazadero, who's rumors and disappearances, seem only to be known to the locals & the police in the area, who either don't care, or feel that searching for the poor & downtrodden, is a bit below their pay grade.
Everything out homeless situation is scary
Help with transportation. Help with getting vehicles smogged and registered
I don't know
Transparency, less corruption, police misconduct, nepotism

## #11: What do you feel are the strengths in our community?

beautiful places
Employment
Not strengths at all
Kindness and willingness to help
assistance programs
N/A
Economy
Collaboration amongst organizations.
There are many different services available but some people choose not to use them.
We always seem to come together in the face of a disaster or emergency but then that community feeling dissolves as the event ends and people go back to their day to day
We are progressive in regards to new emerging social equality trends.
I think that we are lucky to have many people that want to be active in the community, those that are searching for development and resources, and those that want to help
Decent people that aare generally progressive
Good Hospital system.
Sometime.
We are resilient and landlords are making a lot of money
Food bank services.
There are resources here but they are limited and certain people have more accessibility to them and that is unfair. Navigating these services can be challenging when individuals are very judgmental and empathetic. According to the portrait of Sonoma County Native Americans and Blacks are less likely to receive the resources. That is a problem that needs to be addressed
Community efforts

Our mutual willingness to cooperate with each other and accept different views.
resilient, low crime, engaged citizens, urban growth/open space
N/a
community activities
Housing
uniting to help others
Doctors.
wiliness to work together
Public Safety
Healthcare and Food bank
resources -sonoma county seems to care an help prevent people from being homeless, keep up food banks any transportation help and rental assistance has saved lives and prevented women from being on the street with families. hard working people too --the state needs to know how important the funding to your programs is. thank you sonoma county for all you do and your programs
I don't know but the housing problem needs to be solved
Food, weather, the select few trying to help and understand
When there is a disaster we all pull together
Multi racial and equality
The desire to house everyone
Resources
Human Services
The agencies working together to try to come up with community solutions to homelessness.
Sonoma strong due to multiple emergencies in the past years
Outreach
Non profit partnerships with each other and government
Disaster Relief
Our commitment to the environment, kind people
good schools
Collaborative efforts by government, public and nonprofit sectors to meet salient needs of community
compassionate
The beauty and peace that the proximity to nature offers.
farmer's markets, music
CBOs who collaborate
Government services and local nonprofits have a history of good collaboration. There is lots of wealth in the community that needs to be shared more with those who have less
Willingness to address issues
Looking out for each other. Lending a helping hand.
A little bit of everything for everyone
Joining together helping one another
CAP neglected to help me and process right now my rental assistance application. wasting 4 to 5 months of my time and energy.
There is strong political support from the County Board of Supervisors, the County Administrative Officer, the various city councils and city managers, school and fire boards, and special district associations.

Caring people, decent employment, city council
diversity of the community
This is a wealthy community
Solidarity
Lots of social services.
I am proud of the work that non-profit agencies do to offer help to those in need. I am glad that our government is working to remedy the issues that face the unhoused population. I also believe our community at large is great at coming together during times of crisis (I only wish it wouldn't dissipate so quickly).
Compassion, unite, kindness,
Emergency response
Understand the need of the community.
People care.
Diversity
Connection in the face of disaster, Medi-Cal/Partnership
Sense of community. Nonprofits supporting community initiatives and doing work the community needs. Diversity. Communication to the public, has improved per the county websites and social media over the past few years. This helps the community feel connected to the county's work and ties our community together, be it good or bad, the information is more accessible and more widely known than it has ever been before. Transparency has become more reasonable. Continue to educate the community about local initiatives, law development, and planning.
wealth
Wanting to make change
People try to help each other and there are nonprofits that help.
Services for women in need of safety and abuse survivors.
There are good programs that help people
Not sure
Resilience, resourcefulness, creativity
We seem to unite well under stress
Very generous with time and money by those who can give
cultural, history, community spirit
Peer support is strong and outreach workers are essential
Not sure
Friendliness and wisdom
The non profit/ CAP/ County people in social services are wonderful and have good hearts.
Many are willing to do a lot of heavy lifting to improve Sonoma County
Resources however getting the word out clearly with support is greatly needed.
lots of nonprofits willing to help; Measure O funding
Physical beauty (geography, nature), community spirit (helpfulness, volunteering)
Many who care
Committed public servants
CBOs working together in partnership
Housing is being addressed
Location
Not at this time

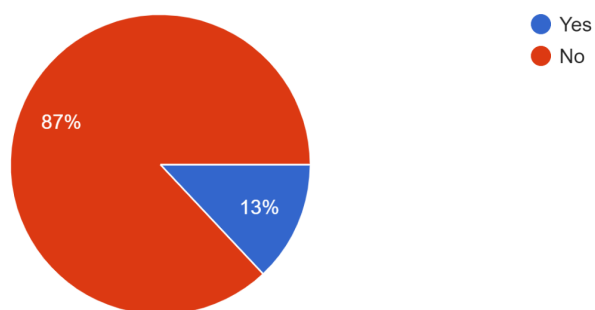
beautiful open spaces
A general shared desire to do something, despite an existing lack of knowledge of WHAT to do to help fight the causes of homelessness and poverty in our community.
Diffusion of issues
Beautiful place to live
No good
I don't know
Support services
Social Services
we live in a compassionate community with many with supportive govt and nonprofits.
Very resilient
Families
None
Not sure
I feel our community is good at trying to promote health and well being. There is bayer park and the have a community garden who helps people grow their own fruits and vegetables and hold events to inform everyone of a healthy lifestyle.
Food services
I can't think of any
Resources for the needy
Help to a diversity
A desire to solve the problems
I see a lot of people helping others that need help
Referrals good, accessible, online
Education
Education
the schools
N/A
Community gatherings
Public services
food resources
No
None
Very family oriented and safe
Food assistance and information support
We have a ton of food banks that are easily accessible
No
Safety
We can find resources everywhere
I think the strengths in our community are that we have resources in place, we have an operational Community Organizations Active in Disaster, and more and more agencies are working collaboratively and intentionally to really help those in need.
Nothing

Job placement, training.child care, medical services.
No se
Beauty of nature, resources, many varied cultures, lots of varied industry

## #12:

Do you have a child(ren) enrolled in Head Start or Early Head Start?

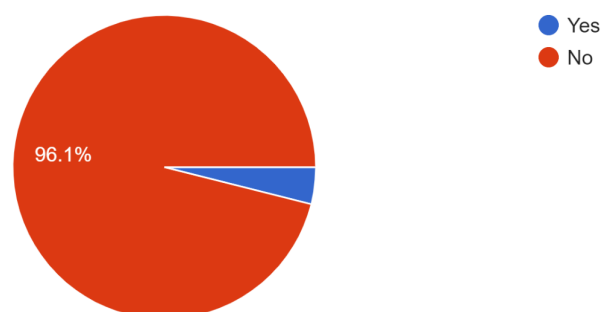
154 responses



## #13:

Do you currently have children waitlisted for Head Start or Early Head Start?

153 responses

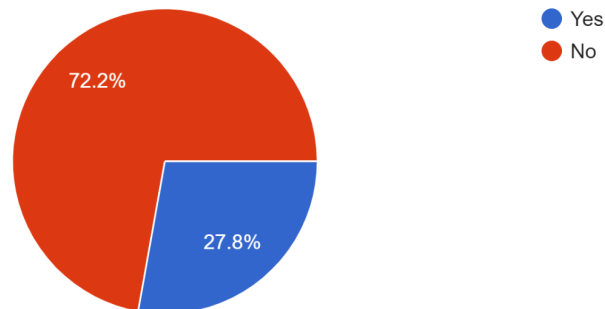


## #14:



Have you or any member of your immediate family been enrolled in Head Start or Early Head Start in the past?

151 responses



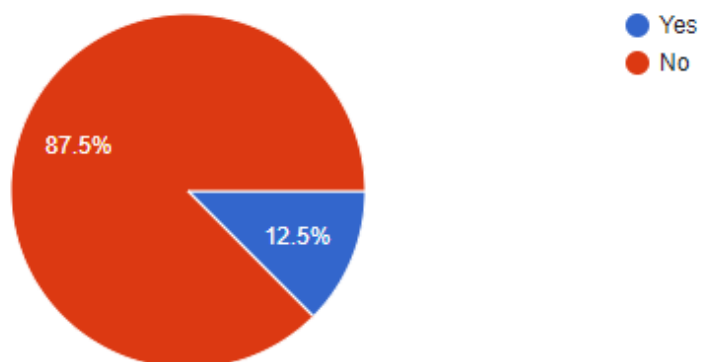
### #15:

Are you eligible but not currently enrolled in Head Start/Early Head Start?

*Pregnant women and children from birth to five years of age are considered for eligibility. Head Start/Early Head Start uses the Federal Poverty Guidelines as well as current circumstances such as homelessness, SNAP/CalFresh/SSI recipients, children in foster care, and children with special needs when determining eligibility.*

Review Eligibility Requirements here: <https://www.capsonoma.org/head-start/>

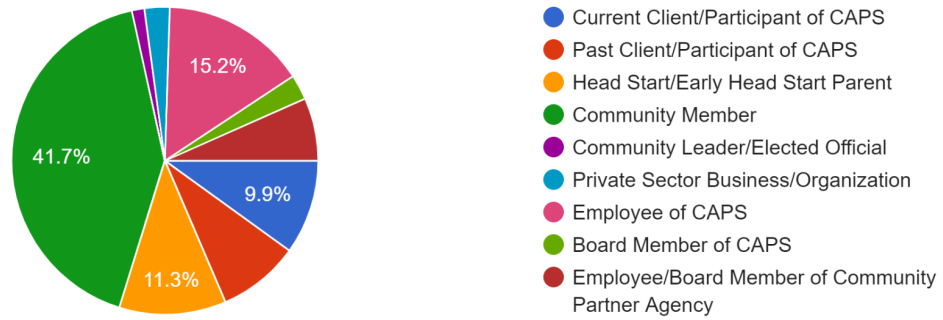
152 responses



## #16:

I identify as a:

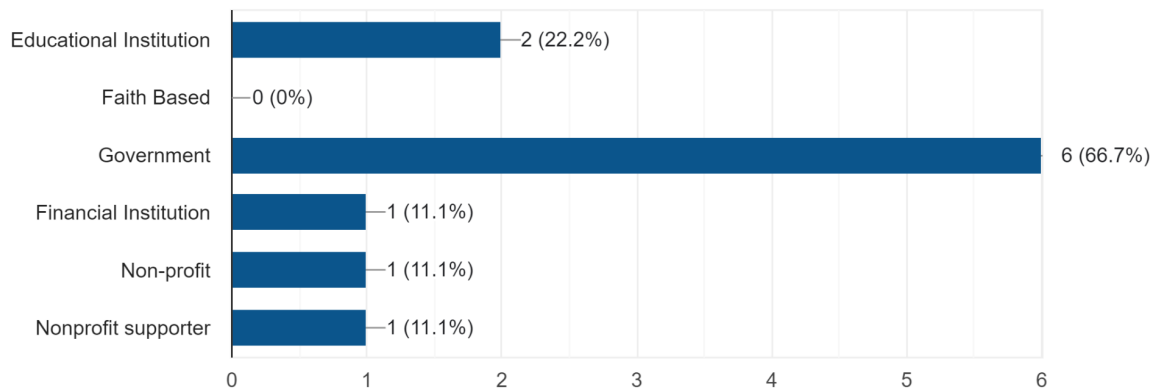
151 responses



## #17:

If you are a Community Partner Agency, what type of sector represents your agency?

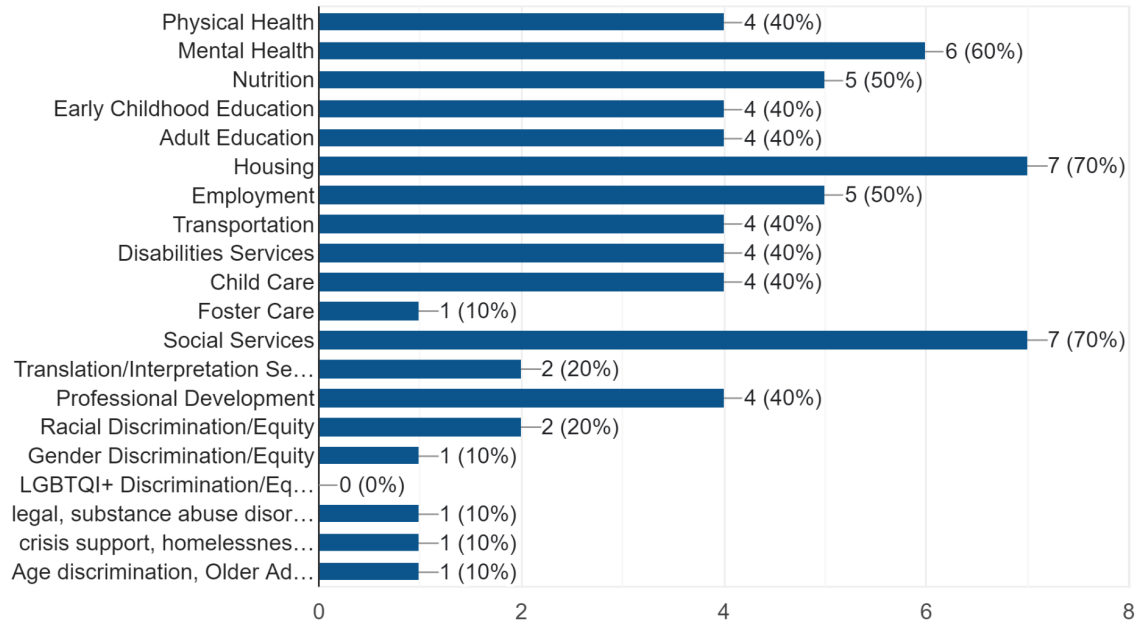
9 responses



## #18:

Which community needs are addressed by services at your agency?

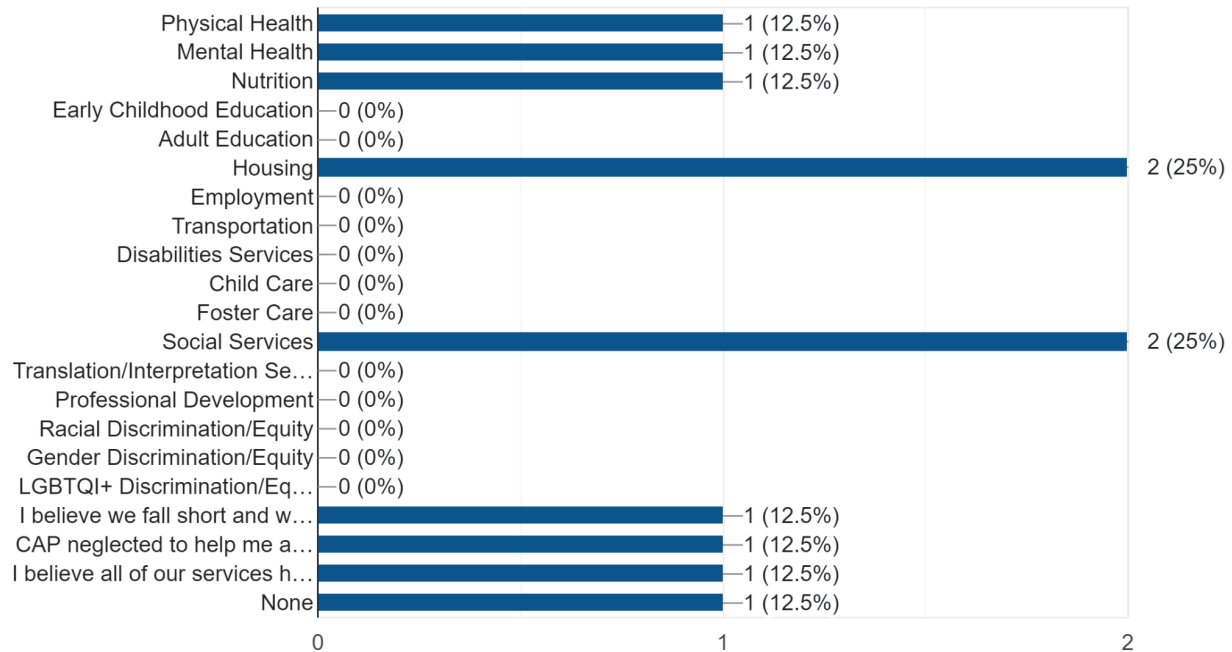
10 responses



## #19:

Of the services you provide, which of them do you feel adequately addresses the needs of our community?

8 responses



## #20: Which services do you plan to expand in the next 2 years?

Housing and Utilities
support for the unsheltered
CAP neglected to help me and process right now my rental assistance application. wasting 4 to 5 months of my time and energy.
All aging supports needed are expanding - were a nonprofit - can't expand unless funding comes our way. We need mental health systems built up locally (we are doing this with an ARPA grant). There are SEVERAL areas of need but funding is the biggest barrier.
Retired now
No

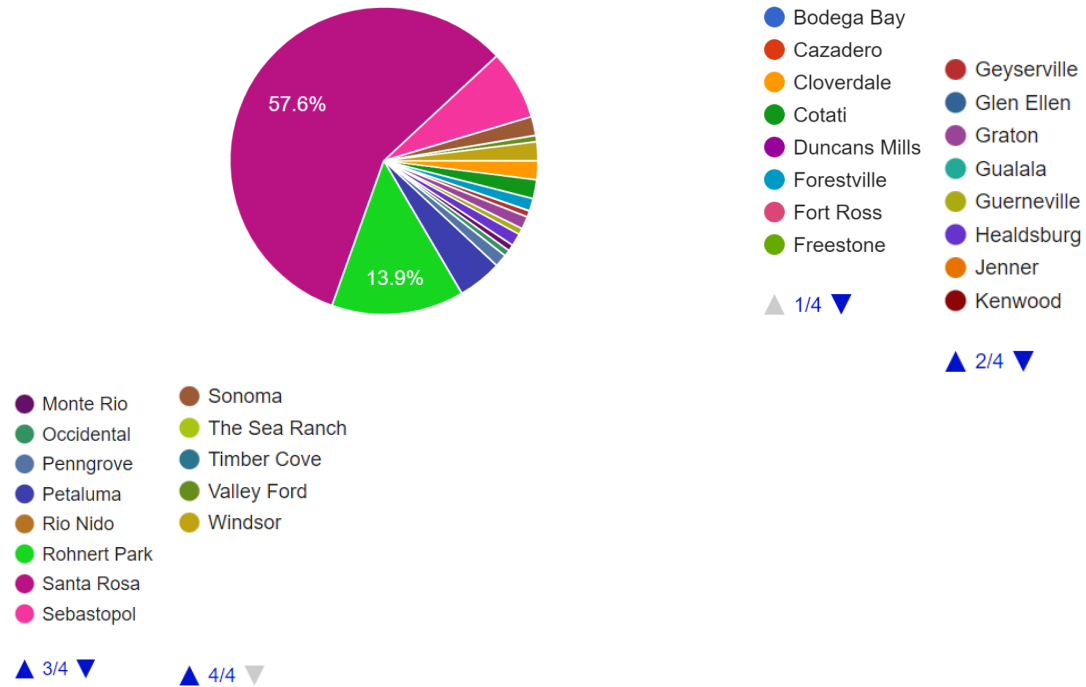
**#21: If you could expand services without concern for funding, what needs would you prioritize based on your perception of current unmet needs in our community? (unmet needs = community needs minus available service capacity)**

Public Transportation and Mental Health
housing, adequate income for the area, wrap around services for budgeting, parenting classes, nutrition and wellness, prioritizing, basic life skills, life coach, legal support, more child care options that are culturally appropriate, professional development, medical and dental coverage for tattoo removal, dental implants, vehicles
CAP neglected to help me and process right now my rental assistance application. wasting 4 to 5 months of my time and energy.
Housing and mental health supports
My wish would be for us to have more subsidized housing for working class individuals, families and for the senior population (In the past 2 years, I have seen a great number of seniors becoming homeless for the first time in their lives). We can do better!
A home visiting nurse offered for every low income family in Sonoma County
Mental Health Support, Physical Health Support (rurally located due to transportation deficit.) Transportation system access rural remote area North county. Continued education access centralized in north county - SRJC is too far to travel and costs too much in time, and money to get to from the North county. Food access is an ongoing need, cost of food rising, cost of living rising, people cut corners where they can, nutrition is often the first (basic need) cut families and low-income seniors have to choose to make.
Parenting support, housing, child care and early education
No

## #22:

What city do you reside in?

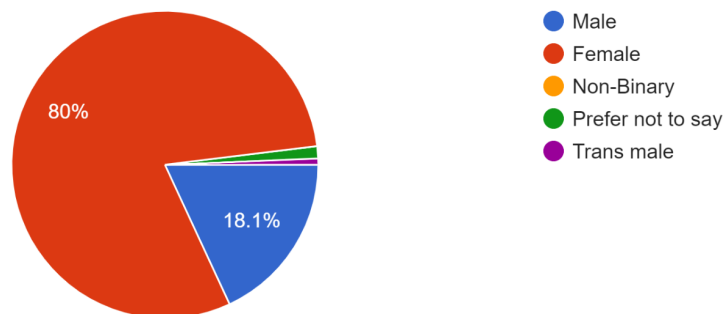
151 responses



## #23:

Gender Identity:

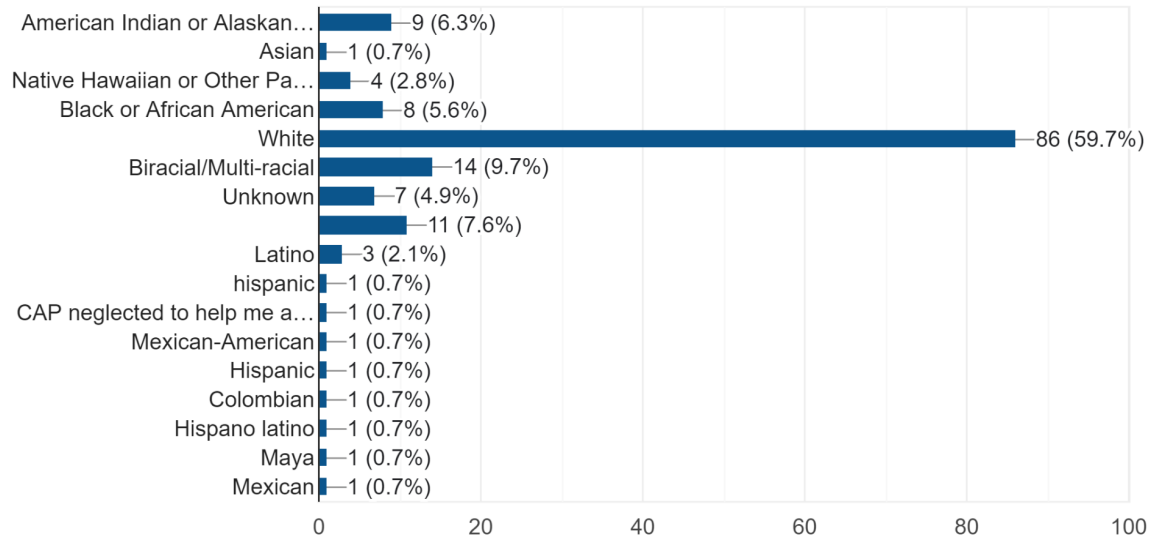
155 responses



## #24:

Race (Select all that apply):

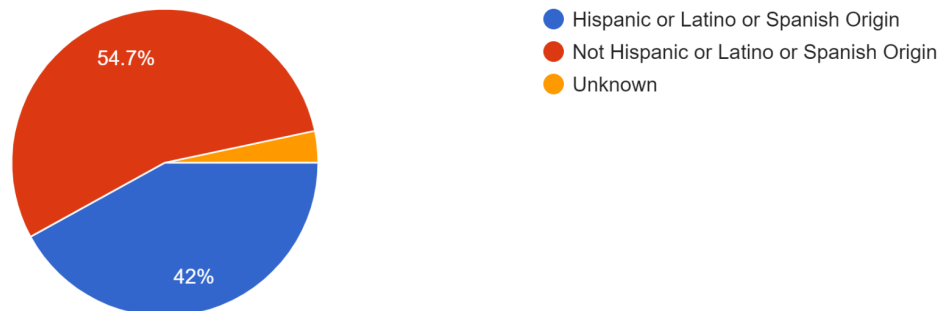
144 responses



## #25:

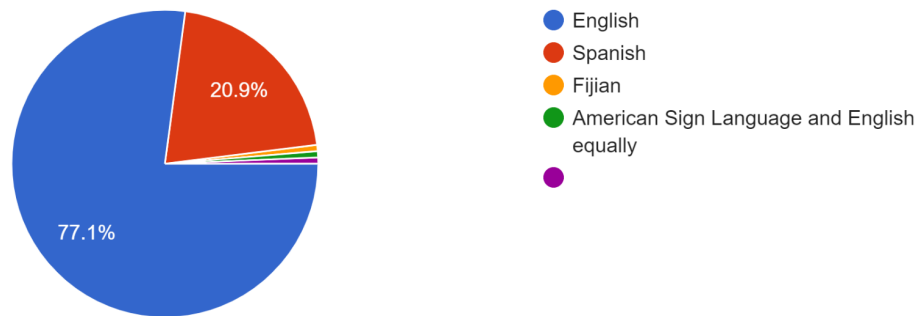
Ethnicity:

150 responses



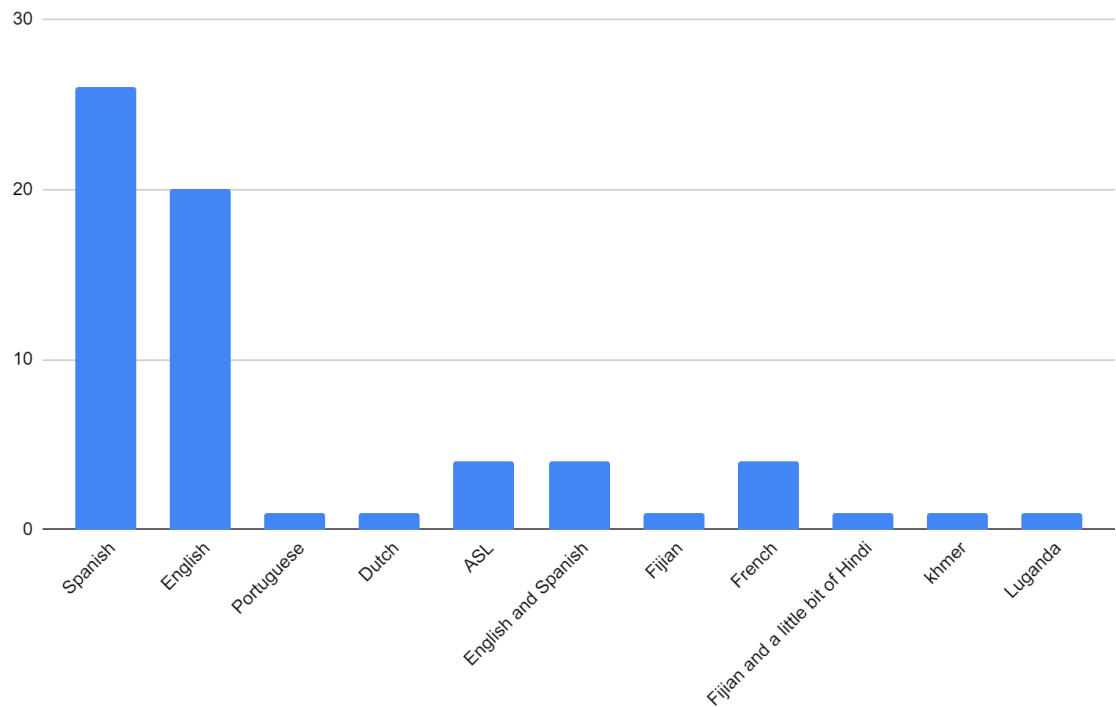
#26:

Primary Language:  
153 responses



#27:

Count of Do you speak any other languages in your household? If so, which?



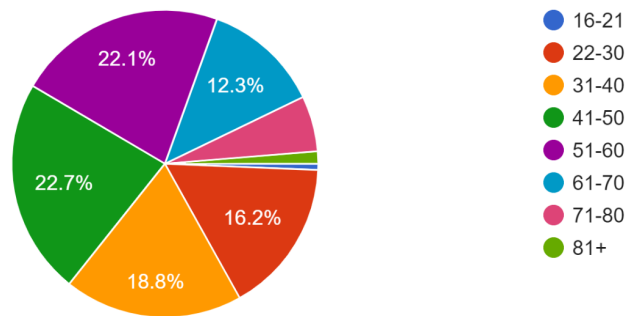
Count of Do you speak any other languages in your household? If so, which?



## #28:

What is your age range?

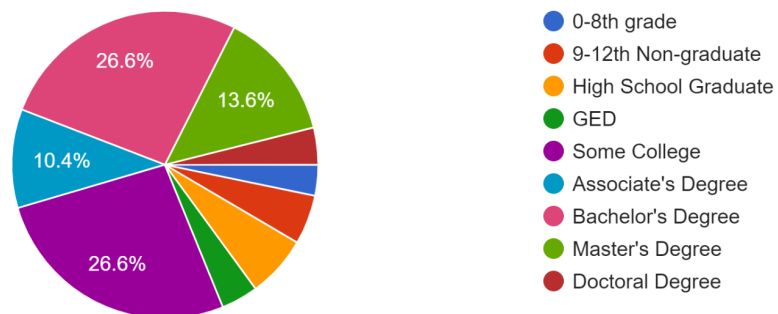
154 responses



## #29:

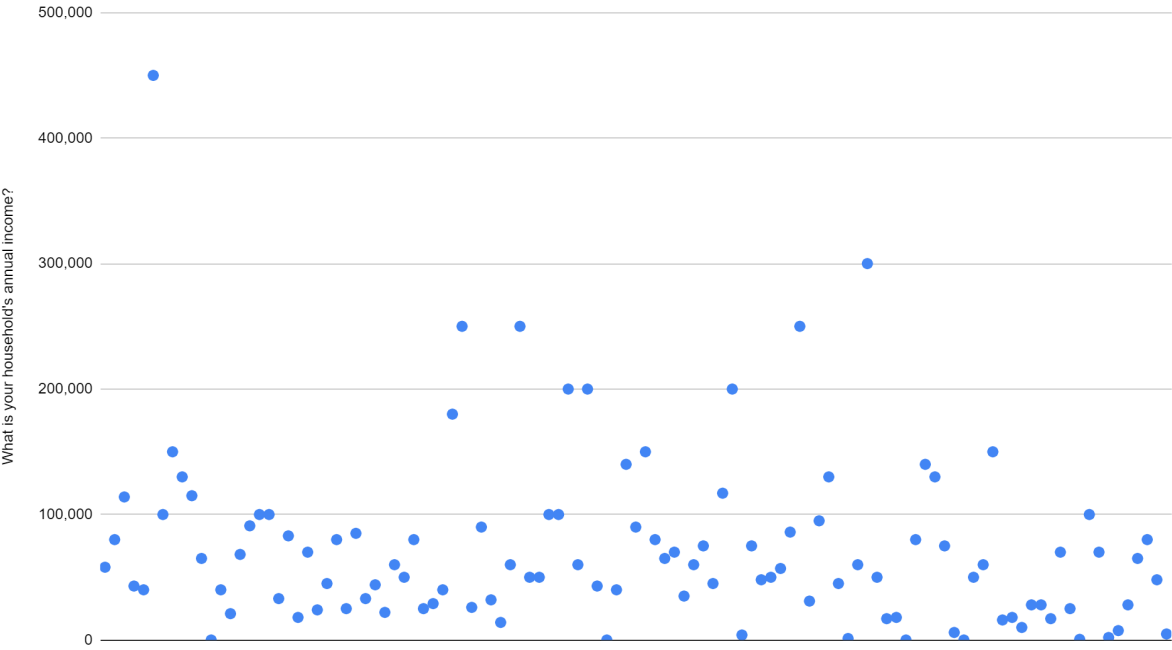
What is the highest level of education you have completed?

154 responses



## #30:

What is your household's annual income?



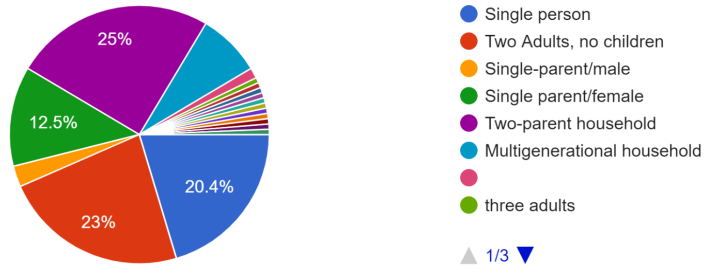
#31:

How many people reside in your household?	COUNT of Responses
1	30
2	49
3	26
4	18
5	14
6	6
7	4
8	1
15	1
Prefer not to include this information	1
Grand Total	150

### #32:

Type of Household:

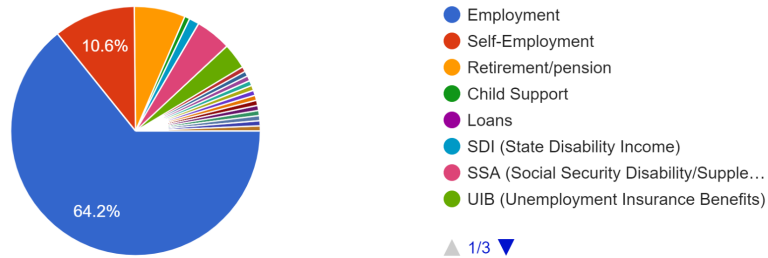
152 responses



### #33:

What is the primary form of income for your household?

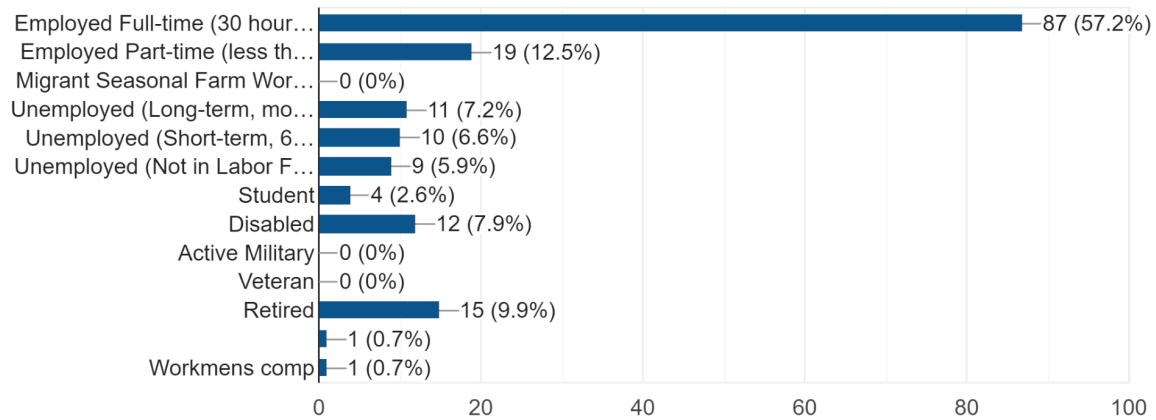
151 responses



### #34:

### Which of the following categories describes your employment status?

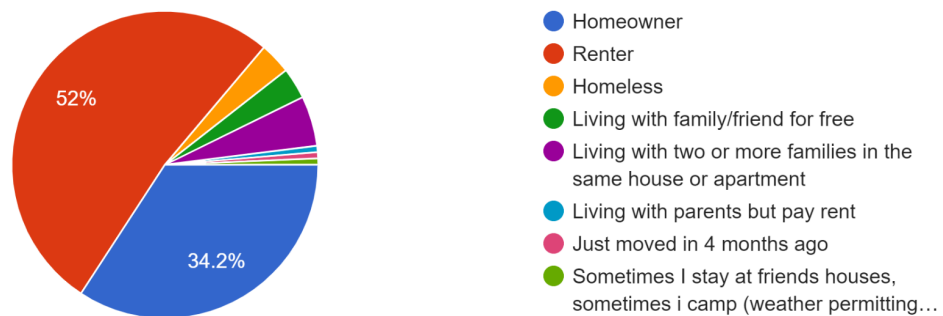
152 responses



**#35:**

### Which of the following categories best describes your housing status?

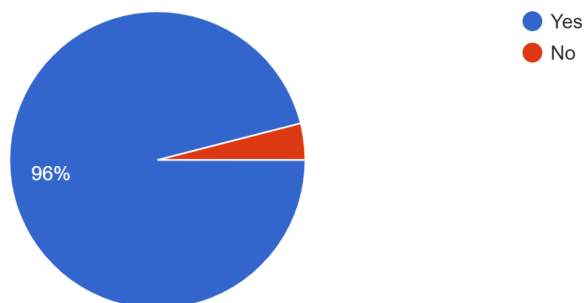
152 responses



**#36:**

Do you own a cell phone?

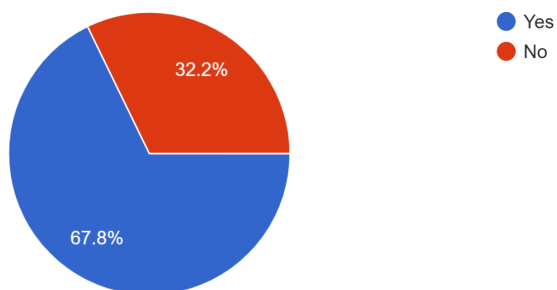
151 responses



**#37:**

Do you own a Computer/laptop?

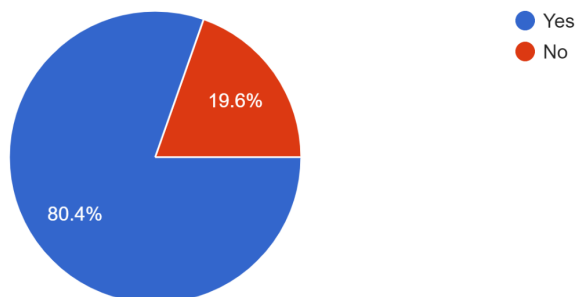
152 responses



**#38:**

Do you have consistent access to high speed internet?

153 responses



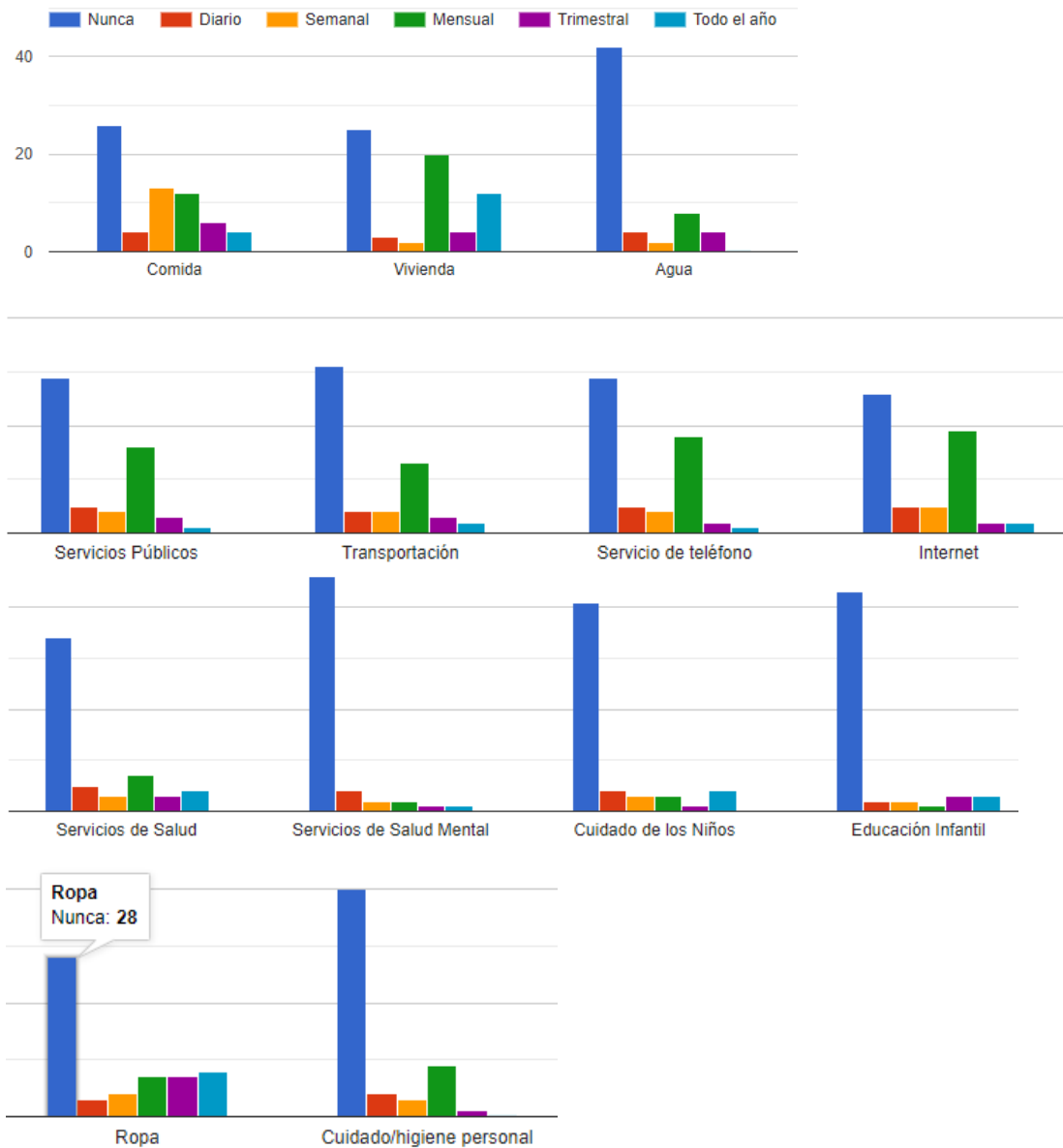
## Spanish

### #1: What do you see as the most important needs for you and your family?

Vivienda, comida, servicios basicos. Educacion, salud, recursos comunitarios y recreacion
La renta del hogar cada día está subiendo más
La renta y los biles
La de salud y renta y biles
Vivienne, comida
Ayuda para la renta cuando no se puede trabajar por causas de la lluvia o por falta de trabajo
La Vivienda
Apoyo con un sueldo justo para sobrepasar esta situacion económica
la alluda en alquiler de vivienda costos altos
Seguridad para andar en la calle sea manejando o caminando. Da miedo ya no se siente como antes caminar libremente.
Falta de educación
tener vivienda segura
Poder pasar tiempo con la familia tener un mejor salario para poder pagar las necesidades basicas
safety, health, financial
La comida y la renta
Para pagar renta y comida
Alimentos
vivienda
Renta viles y cuidado de niño
Un precio justo en la renta
Alimentos, trabajo, y seguridad
La renta
Vivienda, comida, trabajo, servicios publicos
La vivienda , y comida
casa propia, poder comprar comida sin andar viendo que es lo que esta en especial y poder pagar luz agua y telefono sin estres
Precios de la renta elevados, gasolina y los alimentos demasiado Caros
Un trabajo seguro

La educación de mi hijo
El tener una vivienda y poder tener trabajo para pagar....y el q mis hijos estén bien en todos los aspectos.
La comida que está bien cara
En la comida y renta que esta muy caro.
Cuidados de niños sin costo
Vivienda
Las necesidades mas importante ahora son el dinero para la Comida y servicios que puedan ayudarnos a salir adelante en tiempo de crisis
Tener un hogar, comida y la educación escolar
La salud ,vivienda la alimentación
La salud , la renta ,comida
El bienestar y estabilidad
Tener un snake para los niños pequeños.
La economica
El hogar
Servicios de salud, agua potable, luz, vivienda.
Tener dinero para comida y renta
El costo de renta y servicios (luz y gas)
La Educación
tener una vivienda accesible de pago.
Es la salud y el bienestar de mi familia
vivienda y trabajo mejor pagado
La inflación que estamos viviendo recientemente.
Renta,comida, servicios(pg&e,gasolina)
Tener comida y vivienda.
Ayuda para la renta
Pagar la renta y los biles
La Renta y Los biles

## #2: En el último año, ¿con qué frecuencia se le dificultó proporcionar lo siguiente para usted o su familia?

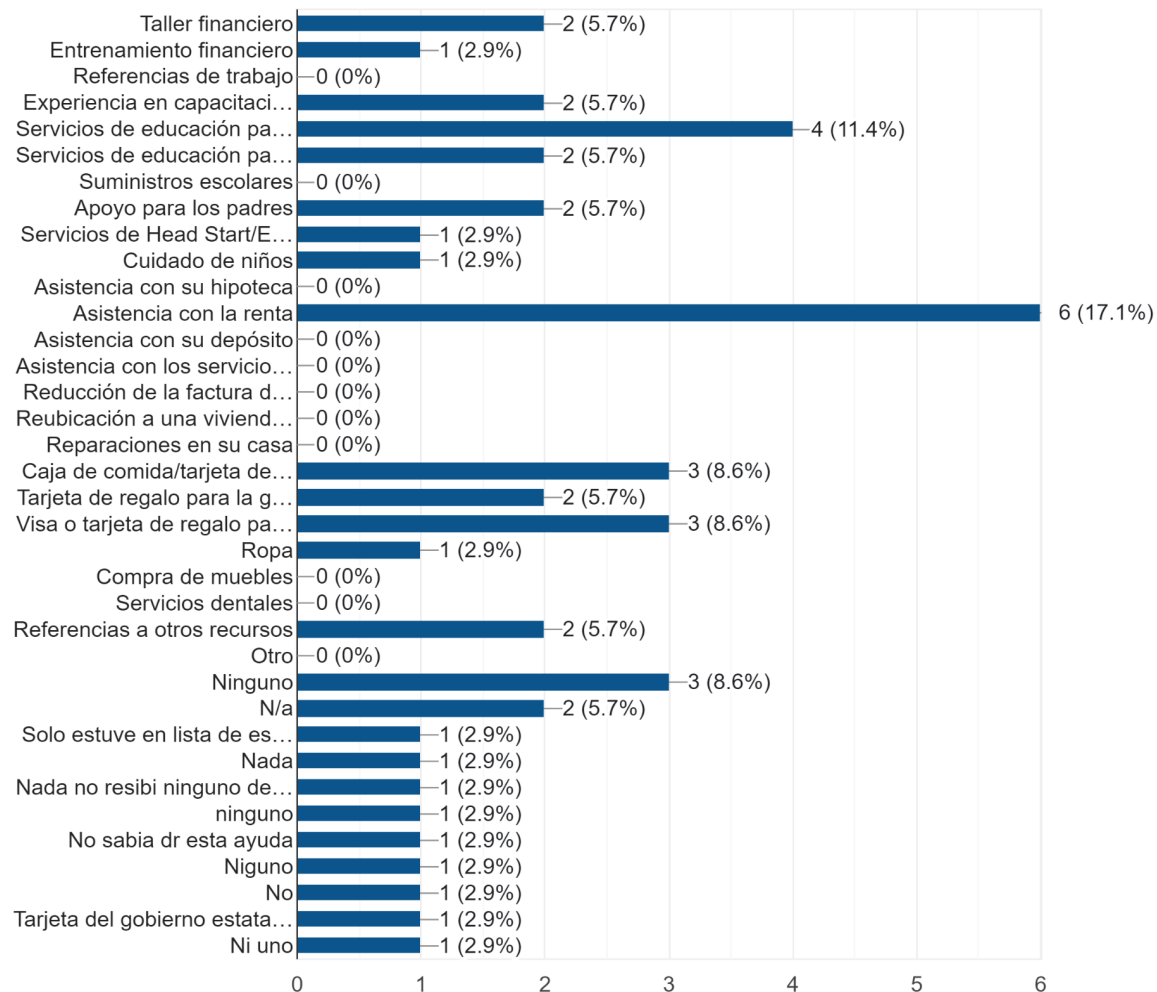




### #3:

Si recibió servicios en CAP Sonoma, en el último año, ¿cuál de estos servicios recibió?

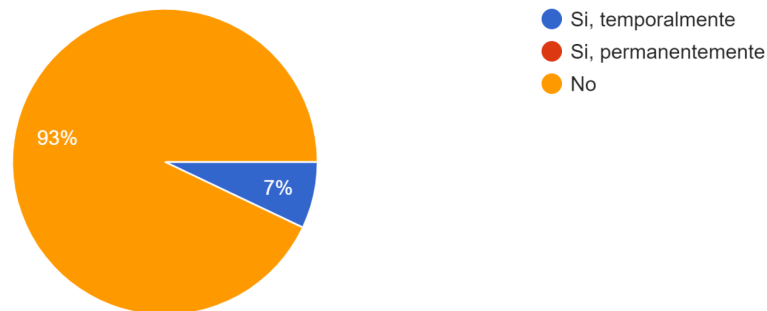
35 responses



#### #4:

En el último año, ¿alguna vez estuvo sin hogar, ya sea de manera temporal o permanente?  
(Incluyendo quedarse con otras personas, en un hotel...vivir afuera en la calle, en un auto, en un parque)

71 responses



#### #5:

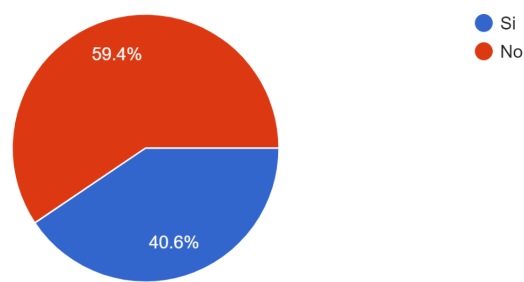
**Si experimentó la falta de vivienda, ya sea de manera temporal o permanente, ¿cuáles cree que fueron las causas principales?**

N/A
No
falta de ingresos, poco acceso a vivienda, alto costo en la renta
El dinero
Por supuesto la falta de dinero
falta de pago de renta por motivo de la pandemia covid
Estábamos muy asustados por falta de recursos
Por la falta de trabajo
Por no tener a veces para la renta
Desalojamiento por no pagar renta
N/a
Falta de trabajo/dinero
El trabajo
Afortunadamente no pase por la falta de mi hogar!

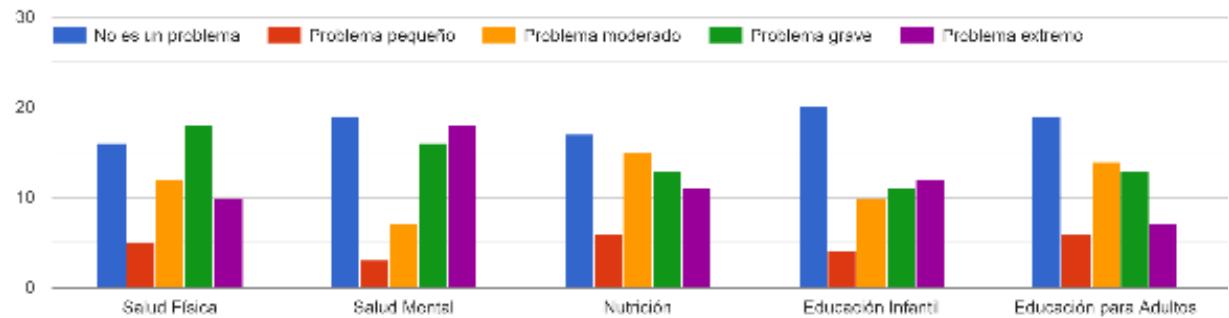
Ninguna
Estabilidad economica
Falta de ingresos
No tener el suficiente dinero por que en mi trabajo gano el mínimo y las rentas están demasiado caras y son madre soltera con dos niñas.
El trabajo
Nunca eh estado sin vivienda
precio alto de adquisicion
Falta de dinero. Ya que solo yo mantenía mi vivienda
Porque a veces hay mucha gente y no puede uno cosinar o bañarse

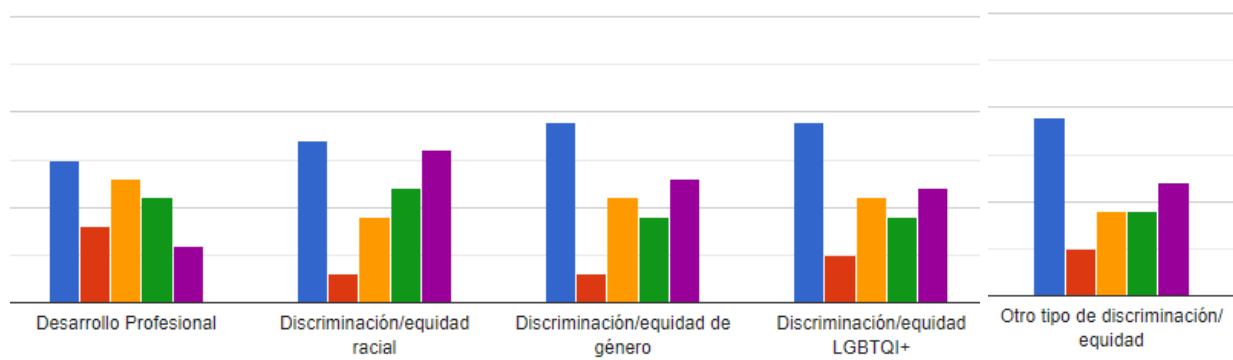
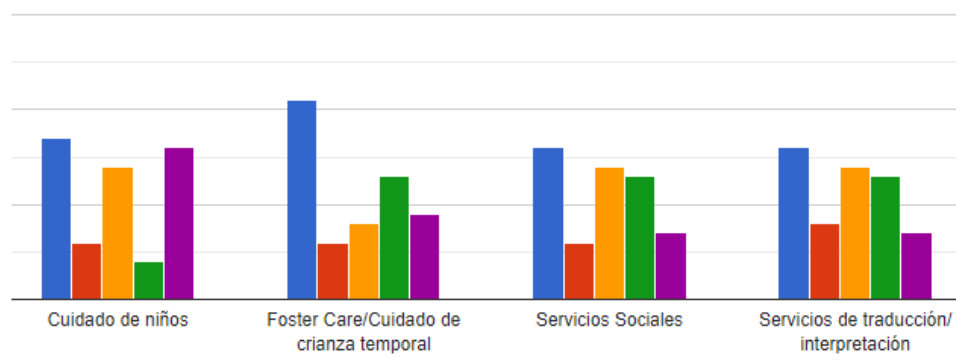
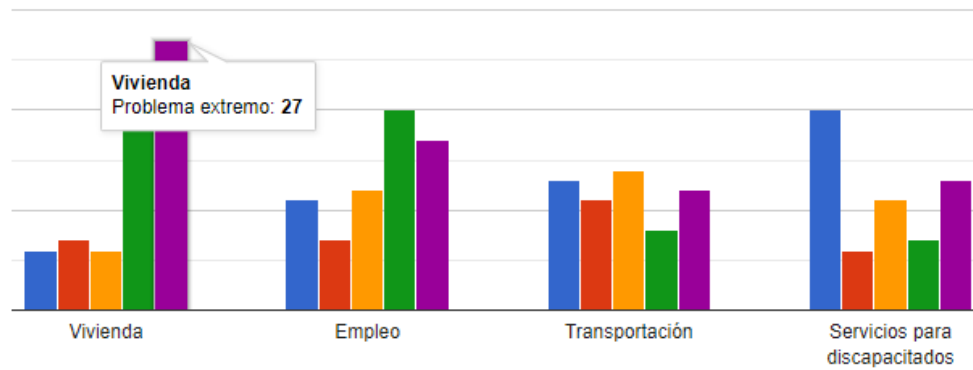
#6:

¿Sabe cómo encontrar recursos comunitarios en caso de ser necesarios?  
69 responses

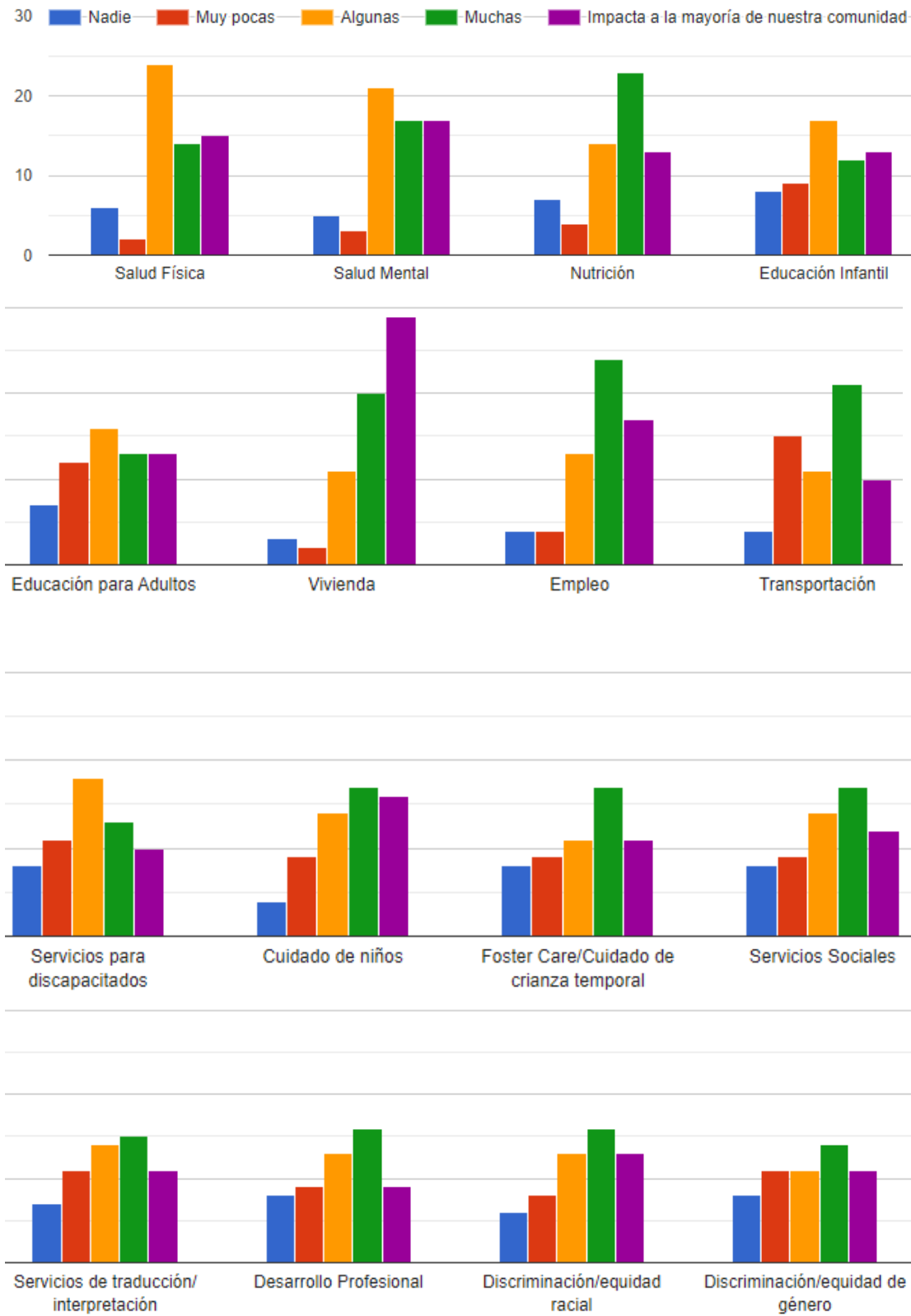


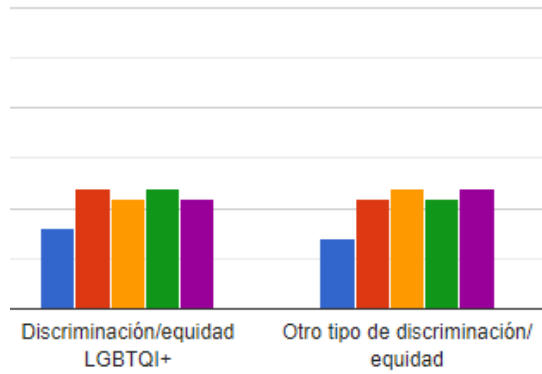
#7: ¿Qué tan grave cree que son cada uno de los siguientes problemas?



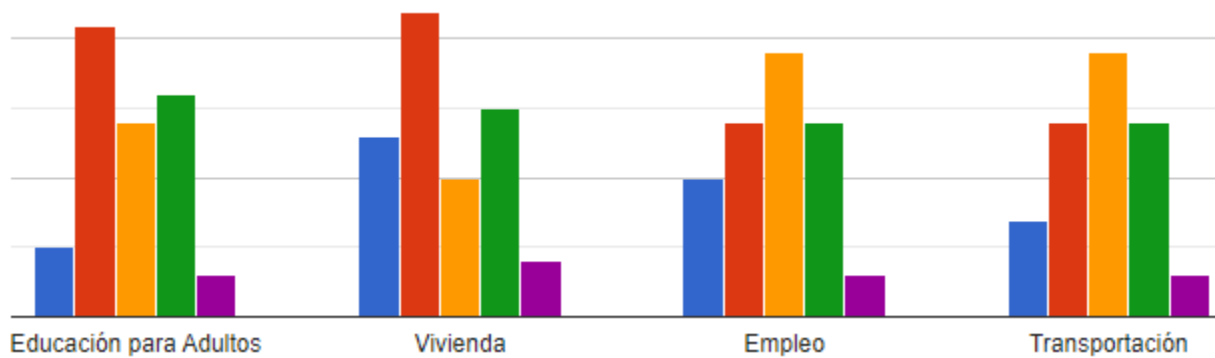
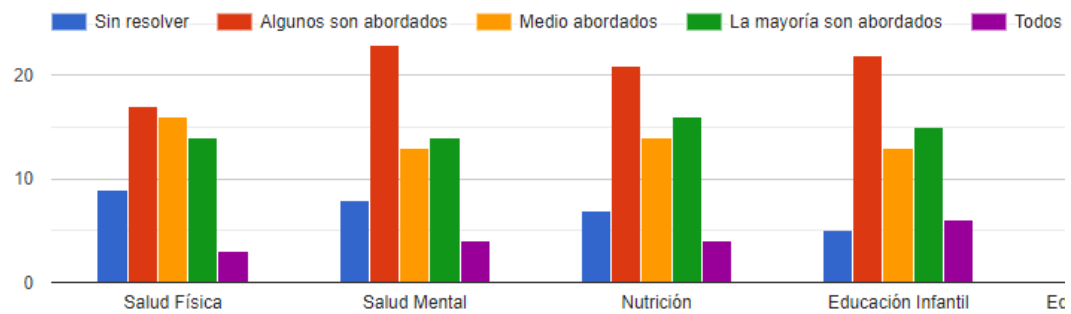


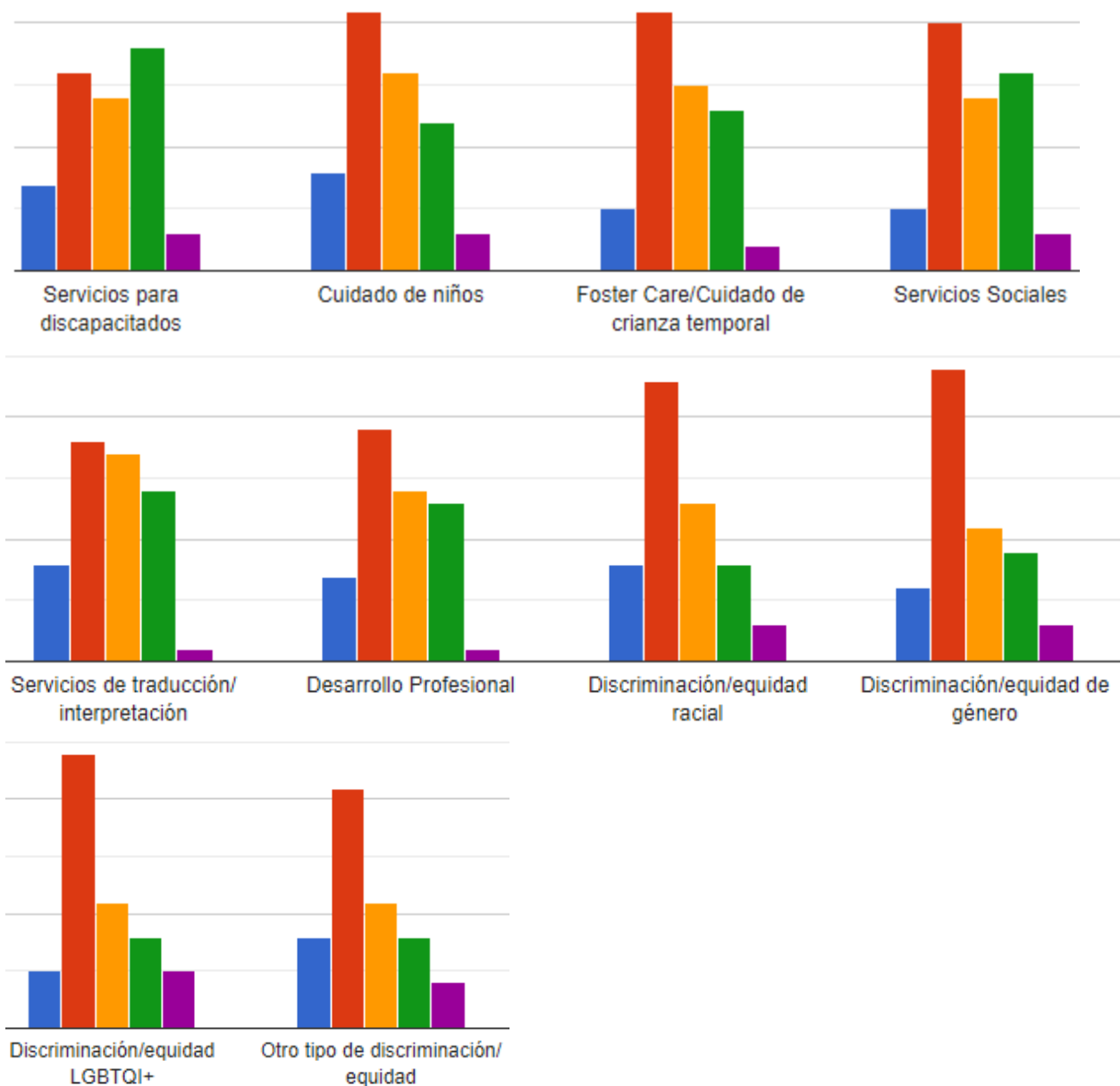
**#8: ¿Cual cree usted que es la cantidad de personas que se enfrentan a estos problemas?**





## #9: ¿Qué tan bien abordan estas áreas los programas/servicios actualmente disponibles en nuestro condado?





## #10: ¿Hay alguna área de necesidad que el condado de Sonoma pueda mejorar?

Vivienda
Precios en la vivienda
La vivienda
La vivienda

Renta
N/A
Canchas de fut-bol
gente sin hogar
Si mas personas q hablen español para ayudar ala comunidad
El costo de vida
None
mas informacion de servicios
Seguridad
Muchas
Todas las areas mencionadas
housing
Si. Aquí en Santa Rosa
Si
No conozco mucho
En realidad creo la comunidad no está informada de este tipo de programas
que las rentas sean mas varatas
En trabajos pueden ayudar también y cuidado de niños
Si cloverdale
Programas para jóvenes sin costos deportivos o de entrenamiento para que no caigan en vicios y así mismo para los papás actividades con hijos de nutrición salud crecimiento personal
En las escuelas más apoyo a ellas
La seguridad, la venta de drogas y muchad pandillas
Si tener más personal bilingüe para ayudar a la comunidad
Si más viviendas , y comida y ayuda dental
Los salarios
Rentas elevadas
Tal vez más recursos y menos discriminación.
En el aspecto de escuelas!
Qe aiga más ayuda



Ayudar con las rentas altas.
Precios accesibles para los alimentos, vivienda y más cuidado de niños sin costo
La violencia la vivienda, la nutrición
En ayudar mas a nuestra comunidad
Housing
Creo que las colonias con bajos recursos son las que necesitan más vigilancia policiaca y no abusos en viviendas.
San rosa
Calles pavimentadas
El aumento de la renta
Seguridad
Si.
Preescolares accesibles para la clase media
Ayuda para encontrar empleo y vivienda
vivienda mas comoda
Si que agan las viviendas mejor accesibles. Porque la renta sobrepasa el sueldo que una familia de bajos ingresos. Y hay demacioados homeless y creo que la ciudad tiene que hacer algo a respecto para que todos puedan tener una vivienda mas economica.
No
Ayúdame de consulta para información específica.
La vivienda, recursos para la salud mental, programas de cuidado de niños para las familias que trabajan, una calidad de trabajo justa para los trabajadores del campo especialmente durante los desastres naturales que hemos experimentado recientemente y para aquellos que no tienen un estatus migratorio legal, vivienda o recursos para trabajar con la comunidad sin hogar, la cantidad de aprendizaje de las escuelas, el control de armas, enfocarse mas como comunidad no en resolver problemas/necesidades de la comunidad sino trabajar en la raiz para evitarlos.
No lo se
Si ayuda para la renta
Ayudar ala gente que trabaja en el campo porque cuando uno va a pedir ayuda le disen que sítiene permiso o sies legal y si no le niegan la ayuda
En ayuda para las personas que necesitan

## #11: ¿Cuáles siente que son las fortalezas en nuestra comunidad?

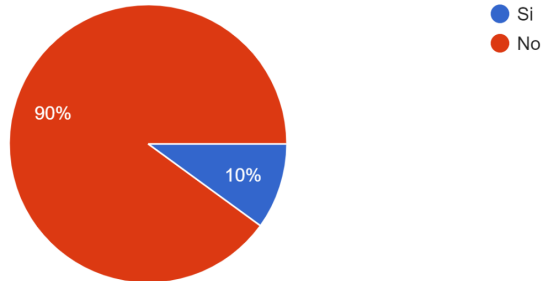
No lo se
Interes en progresar
Alimentos
La gente de buen corazon
La unidad el apoyo de la comunidad es muy hermoso
DISTRIBUCION DE ALIMENTOS
Trabajar
Somos una comunidad unida, para atender la nesecidad de unos con otros.
NONE
No hay
Su deseo de crecer, aprender, trabajar y seguir adelante
N/A
Munchas
En seguir ayudando especialmente alos que no tienen trabajo
La amabilidad
La forma en que enfrentamos la pandemia creo que la comunidad se comportó
pues nosiento que hoy mucho apoyo
Enla renta xq ya está muy cara y los viles gracias x ayudar
Todas
Salud parques alimentación
Empleo
En algunas comunidades hay lideres que apoyan y refuerzan las fortalezas y en otros sectores no se han descubierto esas fortalezas por falta de lideres o trabajo social
Discapacidades son las que toman más en cuenta
Organizaciones de comida
Las clínicas del gobierno
Participación
Mucha informacion y servicios disponibles
Aún no lo he descubierto
La unidad entre la comunidad

La disponibilidad de hacer y cambiar la situacion
La union , la bondad y el amor al projimo
Programas para niños
Ayudas familiares
Tener una mejor educación para mejorar el aprendizaje
Que ayuden mas
El apoyo
Educación
El apoyo hacia la comunidad hispana
Ayuda para los niño
juventud
por lo que veo estan contrullado mas casas y departamentos. Lastima que son muy caros
El ambiente y la seguridad
La información que proveen a los padres que tienen hijos en las escuelas.
persistencia
Somos una comunidad unida en la mayoría de los casos, hay muchas actividades para los niños y adolescentes, no creo que tengamos problemas de transporte, hay muchos recuersos para obter comida/despensas gratuitamente
Dispuesta a trabajar siempre
Las ayudas comunitarias
Unidad
La gente que ayuda aortas personas
La union

## #12:

¿Actualmente tiene niños inscritos en Head Start/Early Head Start?

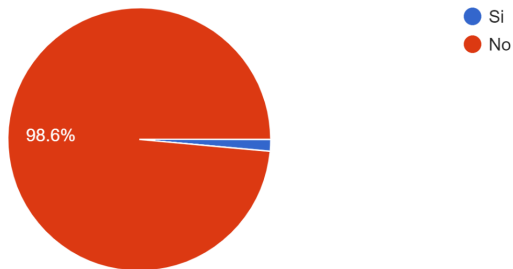
70 responses



## #13:

¿Actualmente tiene niños en lista de espera de Head Start/Early Head Start?

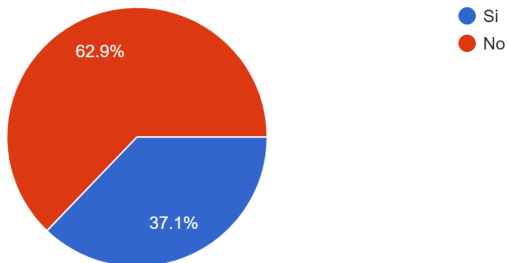
69 responses



## #14:

¿Usted o algún miembro de su familia inmediata ha estado inscrito en Head Start/Early Head Start en el pasado?

70 responses



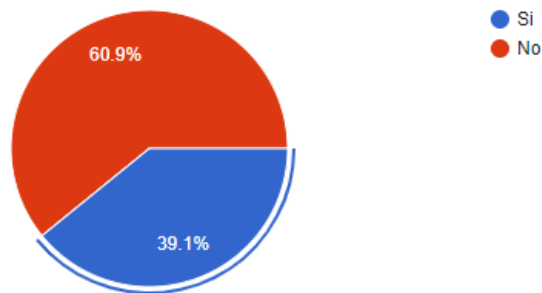
## #15: ¿Usted o algún miembro de su familia inmediata ha estado inscrito en Head Start/Early Head Start en el pasado?

*Las mujeres embarazadas y los niños desde el nacimiento hasta los cinco años de edad se consideran elegibles.*

*HS/EHS utiliza las Pautas Federales de Pobreza, así como las circunstancias actuales, como la falta de vivienda, los beneficiarios de SNAP/CalFresh/SSI, los niños en cuidado de crianza temporal y los niños con necesidades especiales al determinar la elegibilidad.*

Revise los requisitos de elegibilidad aquí: <https://www.capsonoma.org/head-start/>

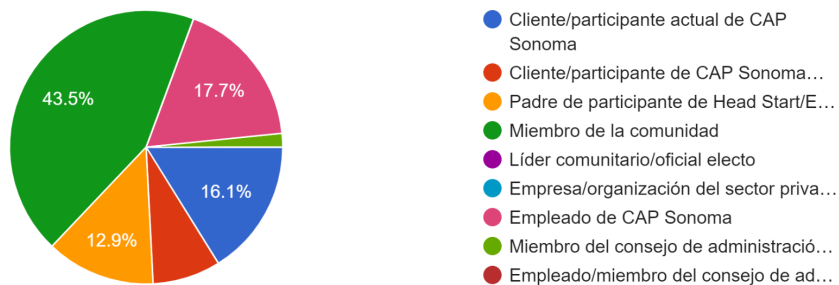
69 responses



## #16:

Yo me identifico como:

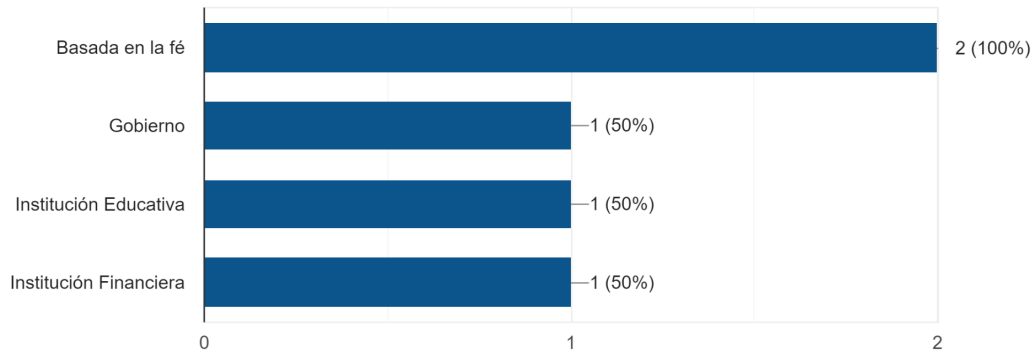
62 responses



## #17:

Si es una Agencia Social Comunitaria, ¿qué tipo de sector representa su agencia?

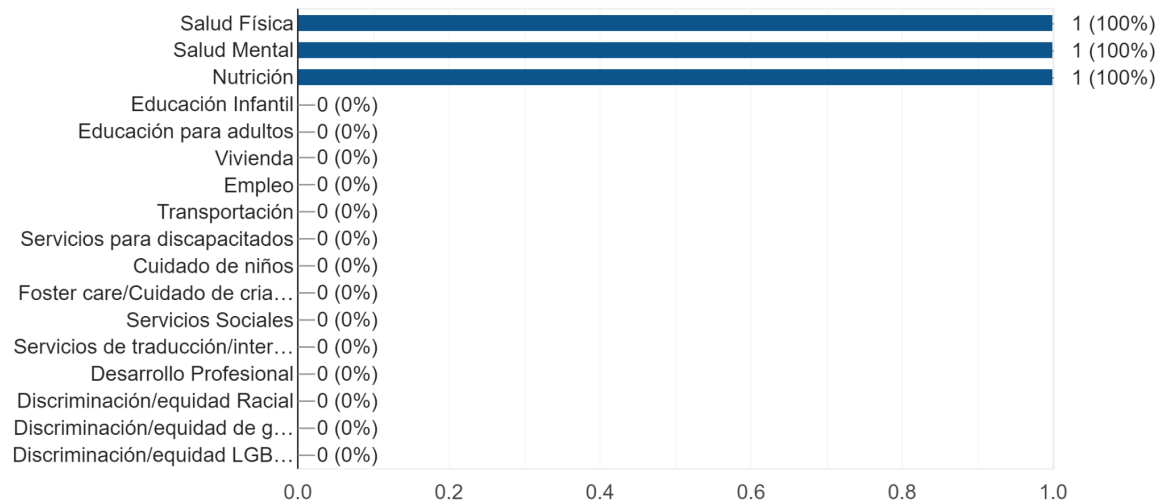
2 responses



## #18:

¿Qué necesidades de la comunidad son abordadas por los servicios en su agencia?

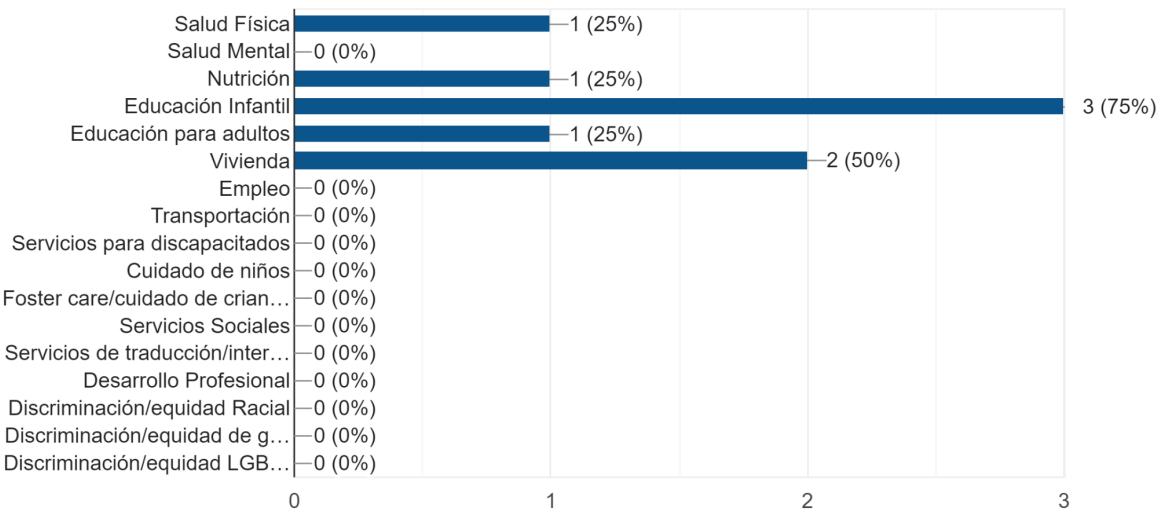
1 response



#19:

De los servicios que brinda, ¿cuál de ellos cree que aborda adecuadamente las necesidades de nuestra comunidad?

4 responses



#20: ¿Qué servicios planean expandir en los próximos 2 años?

0 responses

No responses

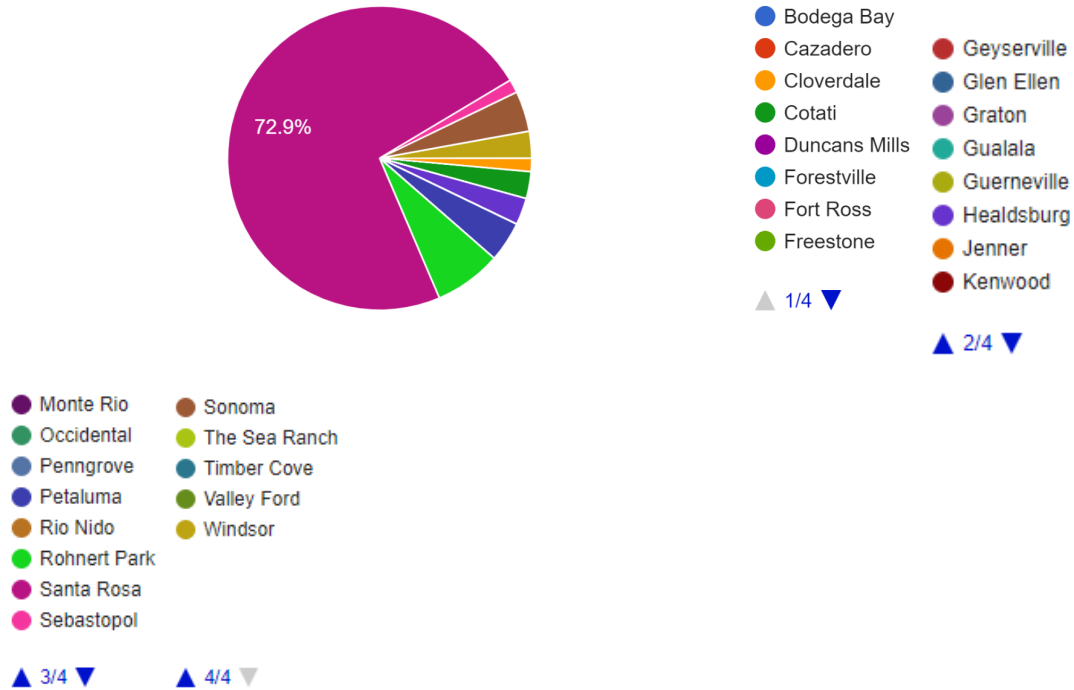
#21: Si pudiera expandir los servicios sin preocuparse por la financiación de estos mismos, ¿qué necesidades priorizaría en función de su percepción de las necesidades insatisfechas actuales en nuestra comunidad? (necesidades insatisfechas = las necesidades de la comunidad menos la capacidad del servicio disponible)

Si
El trabajo, darle la oportunidad a las personas preparadas aún que sean inmigrantes, permitirles demostrar la capacidad con la que cuentan y el conocimiento.

## #22:

¿En qué ciudad reside?

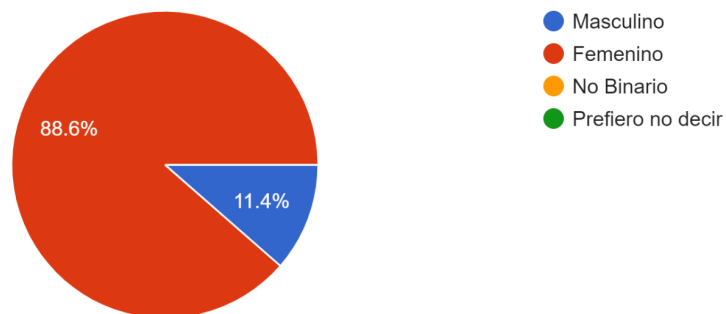
70 responses



## #23:

Identidad de Género:

70 responses

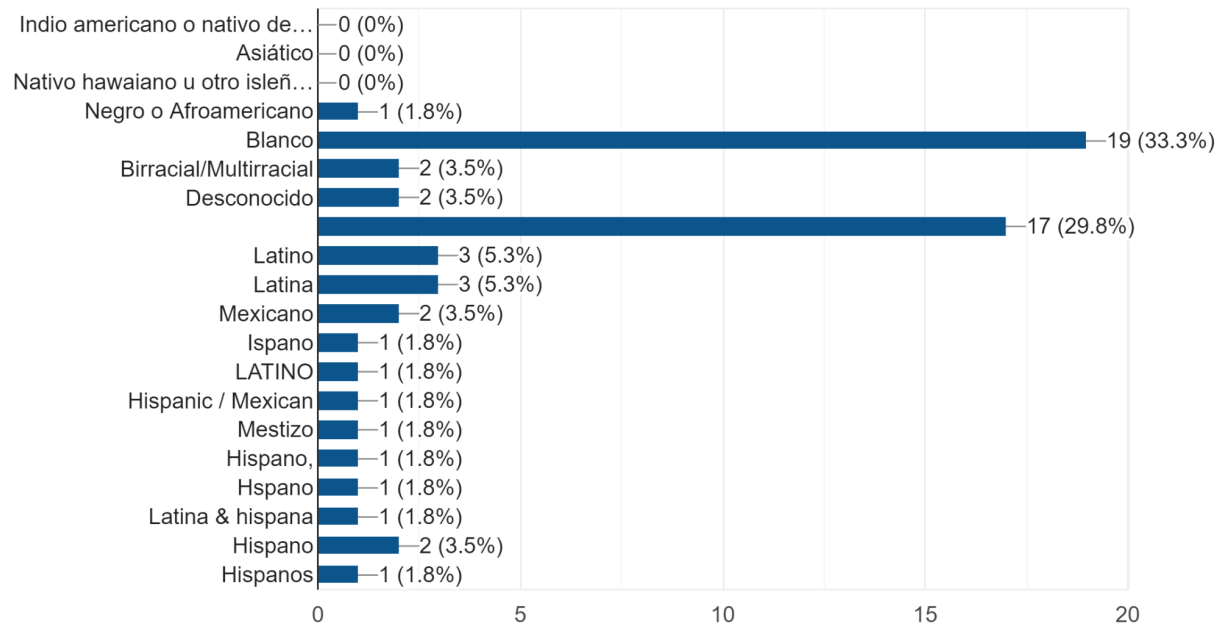




## #24:

Raza (marque todas la que apliquen):

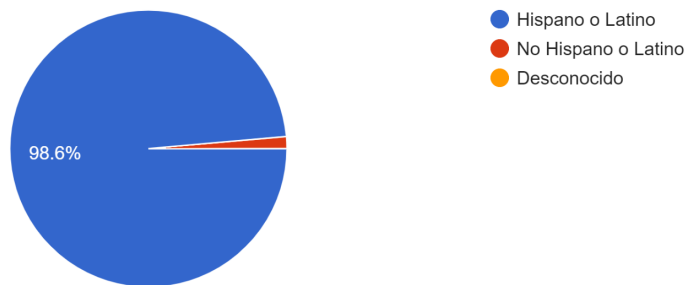
57 responses



## #25:

Etnia:

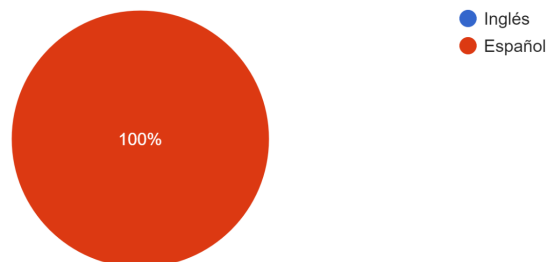
71 responses



## #26:

Lenguaje Primario:

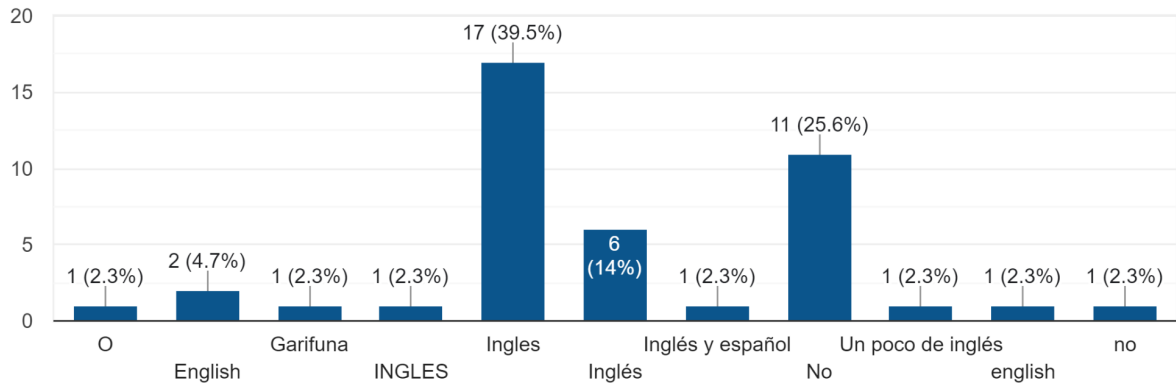
71 responses



## #27:

¿Habla otros idiomas en su hogar? Si es así, ¿cuál?

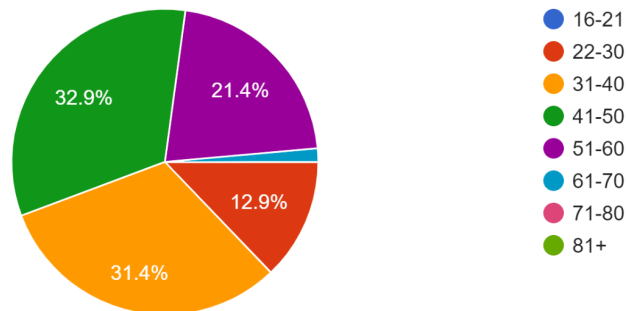
43 responses



## #28:

¿Cuál es su rango de edad?

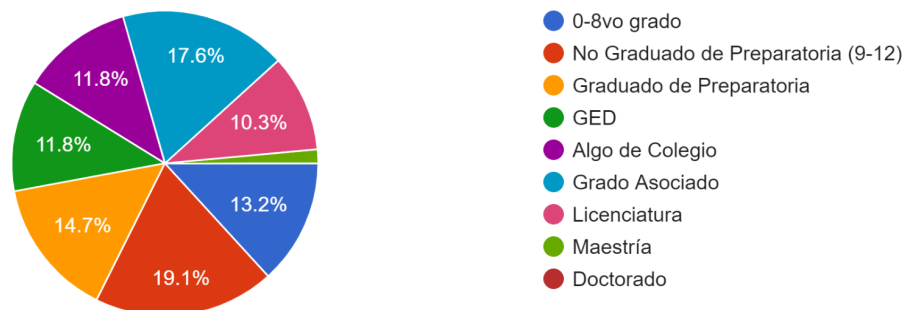
70 responses



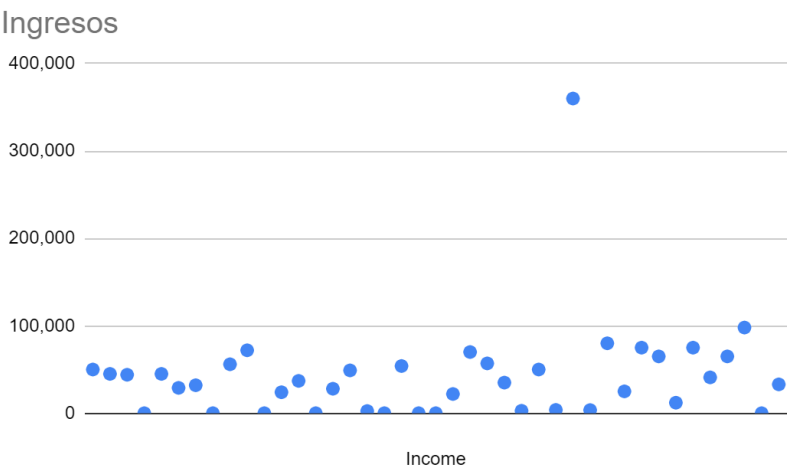
## #29:

¿Cuál es el nivel más alto de educación que ha completado?

68 responses



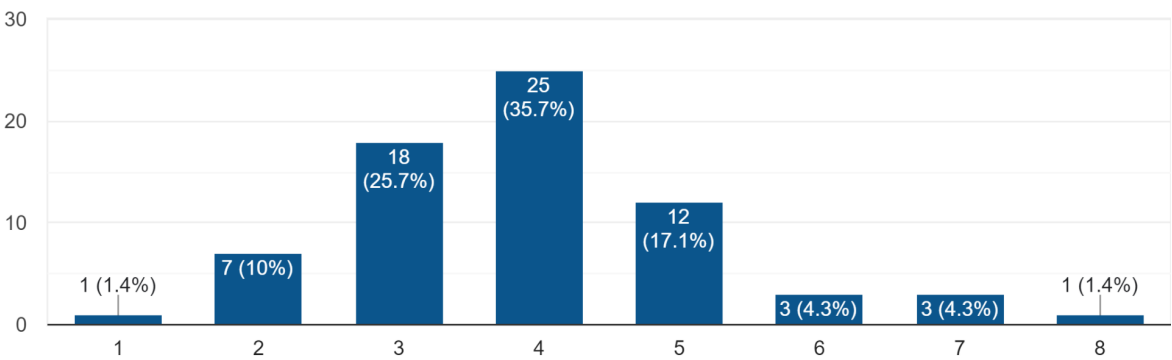
#30:



#31:

¿Cuántos miembros hay en el hogar?

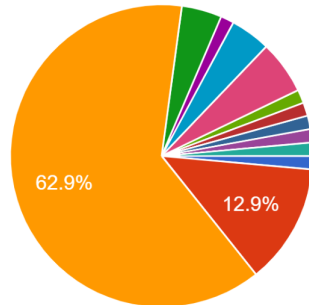
70 responses



### #32:

¿Tipo de hogar?

70 responses



- Padre soltero
- Madre soltera
- Hogar de dos padres
- Dos adultos sin hijos
- Una sola persona
- Multigeneracional
- None

▲ 1/2 ▼

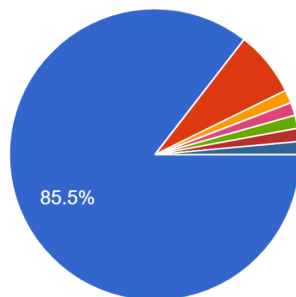
- Familia de 4
- 2adultos y 3 niños
- 3 adultos y un nieto
- Matrimonio hombre y mujer

▲ 2/2 ▼

### #33:

¿Cuál es la principal forma de ingreso de su hogar?

69 responses



- Empleo
- Trabajo por cuenta propia
- Retiro/Pensión
- Manutencion de niños
- Prestamo
- SDI (Ingresos estatales por discapaci...
- SSA (Seguro Social por Discapacidad...
- UIB (Beneficios del Seguro de Desem...

▲ 1/2 ▼

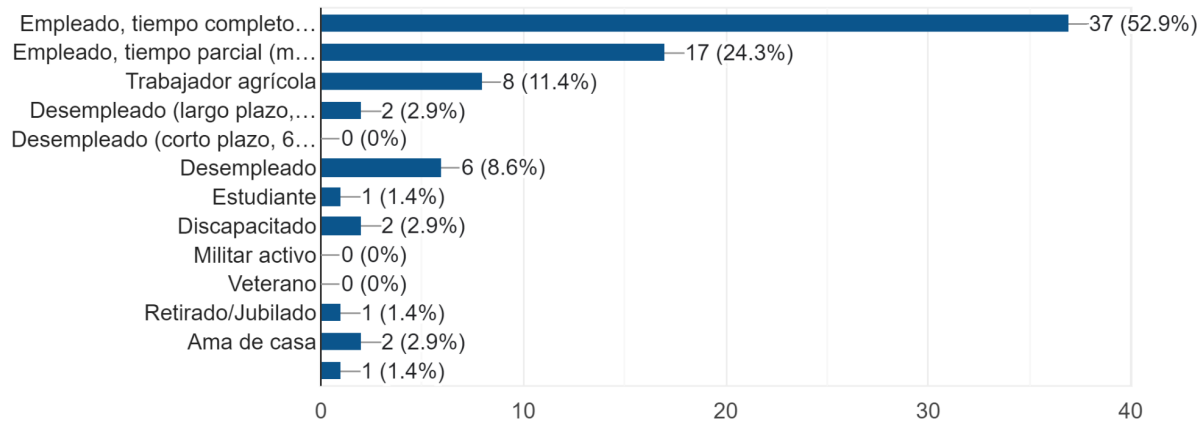
- Pastor de iglesia
- No trabajo

2/2

### #34:

¿Cuál de las siguientes categorías describe su situación laboral?

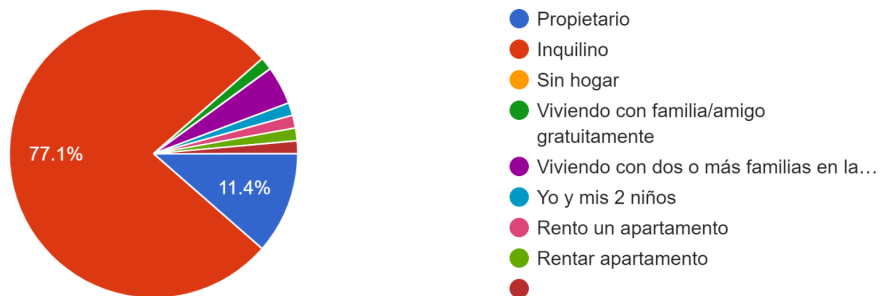
70 responses



### #35:

¿Cuál de las siguientes categorías describe mejor su estado de vivienda?

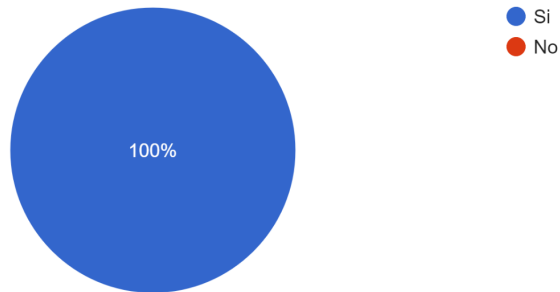
70 responses



**#36:**

¿Tiene un celular?

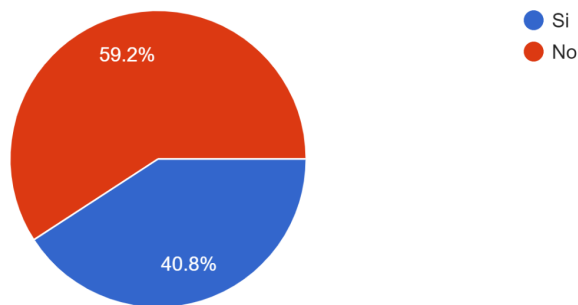
71 responses



**#37:**

¿Tiene una computadora / computadora portátil?

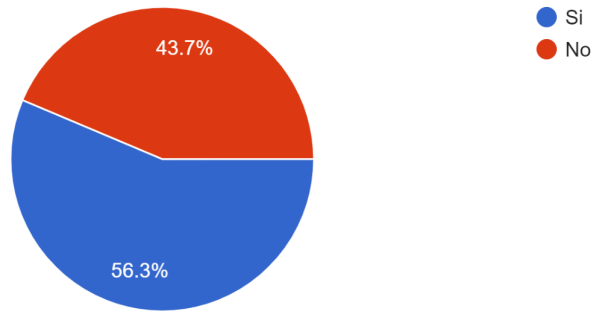
71 responses



**#38:**

¿Tiene acceso constante a internet de alta velocidad?

71 responses



1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356	357	358	359	360	361	362	363	364	365	366	367	368	369	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400	401	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417	418	419	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449	450	451	452	453	454	455	456	457	458	459	460	461	462	463	464	465	466	467	468	469	470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496	497	498	499	500	501	502	503	504	505	506	507	508	509	510	511	512	513	514	515	516	517	518	519	520	521	522	523	524	525	526	527	528	529	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545	546	547	548	549	550	551	552	553	554	555	556	557	558	559	560	561	562	563	564	565	566	567	568	569	570	571	572	573	574	575	576	577	578	579	580	581	582	583	584	585	586	587	588	589	590	591	592	593	594	595	596	597	598	599	600	601	602	603	604	605	606	607	608	609	610	611	612	613	614	615	616	617	618	619	620	621	622	623	624	625	626	627	628	629	630	631	632	633	634	635	636	637	638	639	640	641	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656	657	658	659	660	661	662	663	664	665	666	667	668	669	670	671	672	673	674	675	676	677	678	679	680	681	682	683	684	685	686	687	688	689	690	691	692	693	694	695	696	697	698	699	700	701	702	703	704	705	706	707	708	709	710	711	712	713	714	715	716	717	718	719	720	721	722	723	724	725	726	727	728	729	730	731	732	733	734	735	736	737	738	739	740	741	742	743	744	745	746	747	748	749	750	751	752	753	754	755	756	757	758	759	760	761	762	763	764	765	766	767	768	769	770	771	772	773	774	775	776	777	778	779	780	781	782	783	784	785	786	787	788	789	790	791	792	793	794	795	796	797	798	799	800	801	802	803	804	805	806	807	808	809	810	811	812	813	814	815	816	817	818	819	820	821	822	823	824	825	826	827	828	829	830	831	832	833	834	835	836	837	838	839	840	841	842	843	844	845	846	847	848	849	850	851	852	853	854	855	856	857	858	859	860	861	862	863	864	865	866	867	868	869	870	871	872	873	874	875	876	877	878	879	880	881	882	883	884	885	886	887	888	889	890	891	892	893	894	895	896	897	898	899	900	901	902	903	904	905	906	907	908	909	910	911	912	913	914	915	916	917	918	919	920	921	922	923	924	925	926	927	928	929	930	931	932	933	934	935	936	937	938	939	940	941	942	943	944	945	946	947	948	949	950	951	952	953	954	955	956	957	958	959	960	961	962	963	964	965	966	967	968	969	970	971	972	973	974	975	976	977	978	979	980	981	982	983	984	985	986	987	988	989	990	991	992	993	994	995	996	997	998	999	1000
---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	------



# CNA Data Research Summary



## Introduction

As a CSBG eligible entity, CAP Sonoma creates a biannual Community Action Plan (CAPlan), a 2-year roadmap demonstrating how it plans to deliver services based on community and agency input regarding the needs and gaps in the it's service area. A CAPlan includes a Community Needs Assessment (CNA) for community members to share insights and help identify not only the needs and resources in the community, but also the underlying culture and social structure that will help understand how to address the community's needs and utilize its resources. Through this process, both qualitative and quantitative data must be analyzed to provide a comprehensive "picture" of Sonoma County. To assist the collection of quantitative data, California Department of Community Services and Development (CSD) encourages agencies to access quantitative data such as the poverty rate, median income information, and unemployment rate through Census Data, and other federal, state and county data platforms. Altogether, this process is carried out as an effort to eliminate or prevent the causes and conditions of poverty, with the expectation of enhancing quality of life. This document provides a summary of the community needs insights gained through this research component of the CNA.

The data research revealed the following major causes and conditions of poverty in Sonoma County: lack of availability and affordability of housing, lack of availability and affordability of childcare, wages not aligned with county cost-of living, lack of access to mental health care services, and issues of inequity across Sonoma County, specifically structural/systemic racism and gender inequities.

## Housing

Several local/county reports were considered to help illuminate the exploration for Sonoma County's greatest needs. According to A Portrait of Sonoma County: 2021 Update, housing costs are too high for at least half of all Sonomans. Fifty-two percent of renters in Sonoma County face a high rental burden (meaning they spend more than 30 percent of their incomes on rent; most felt by low-income households and Black and Latino renters). The State of Housing in Sonoma County 2022 reports similar findings related to rent burden and its disparities, along with overcrowded housing. It also advises that a healthy rental housing market will typically feature a 5 percent rental vacancy rate, which is recommended to ensure an appropriate movement and access for prospective tenants and available units of housing. Between 2014 and 2019, the overall vacancy rate for rental housing units in Sonoma County declined by 1.4 percentage points (from 4.3 percent to 2.9 percent). The report further estimates that Sonoma County needs more than 58,000 homes to meet both the accrued deficit and future

need (73% of the deficits is in affordable homes); and these homes must serve people at all income levels, with a mix of housing types. Currently, Sonoma County is overwhelmingly zoned exclusively for single-family homes. Per the State of Housing, data suggests a positive relationship between intra-city racial segregation and the share of a city's zoning capacity dedicated exclusively to single family only.

To add to the vastly known and felt affordable housing need, in Sonoma County's 2022 Homeless Point-in-Time Count & Survey, the top 3 responses homeless individuals gave for obstacles to obtaining permanent housing were: they "can't afford rent" with 63% of respondents, followed by no job/not enough income to cover housing, and no money for moving costs. All answers relate back to the lack of availability for affordable housing.

Access to safe, secure, and affordable housing is an important social determinant of health (2021 Community Benefit Year-End Report Kaiser Foundation Hospital-Santa Rosa). High housing costs affect people's ability to meet their other essential needs, such as their nutrition and health care/insurance. Not only is their stress increase due to financial insecurity but the likelihood of poor health outcomes become more prevalent.

## **Childcare**

Childcare, as is housing, is more expensive than ever in Sonoma County, and availability for space is hard to come by. Lack of availability and affordability of child care both present economic challenges for families in Sonoma County. Prior to the COVID-19 pandemic, Sonoma County was already facing a childcare desert. As a result of the Tubbs Fire in 2017, there was a permanent loss of 450 licensed child care slots overnight impacting child care capacity (Sonoma County School Readiness Report 2021-2022). Child care sites have also been decreasing. There were 533 sites (both licensed child care centers and licensed family child care homes) offering a total of 12,791 spaces (this includes spaces for children 0 to 12 years of age) in 2014; 517 sites offering 11,984 spaces in 2017; 504 sites offering 12,115 spaces in 2019, and 483 sites offering 11,371 spaces as of 2021 (California Child Care Resource & Referral Network, 2021). Almost a 10% reduction in sites since and 11.7% difference in spaces since 2014. Similar findings were reported by Community Child Care Council of Sonoma County, known as 4Cs. According to 4Cs "during the first nine months of the pandemic, more than 200 of the 608 child care and preschool facilities in Sonoma County closed"; "Today, about 7,800 children are enrolled in local day care and preschool programs, down from nearly 12,800 before the pandemic".

The majority of parents/guardians seek child care so they can work. Per California Child Care Resource & Referral Network, there are 60,627 children ages 0 to 12 living in Sonoma County as of 2021, and only 27% of those who have parents in the labor force have licensed child care space available. In short, this means there is an exceeding need for child care. Because of this scarcity, families who need child care — subsidized or not — may be placed on waiting lists or be forced to rely on care from license-exempt or unlicensed providers, or from other family members.

Furthermore, if parents are able to find spaces, sometimes the financial burden of child care is just too much and child care financial assistance is sparse. According to Portrait of Sonoma County: 2021 Update, \$11,400 is the average annual full-time cost in licensed child care/preschool centers in Sonoma County. On average, across counties in the U.S., a household with two children spends 25% of its income on childcare, more than three times the U.S. Department of Health and Human Services' 7% affordability benchmark (2022 County Health Rankings National Findings Report). Affordable high-quality child care is essential to a parent's ability to participate in the workforce and reduce reliance on public assistance but it has continuously been a struggle for parents in Sonoma County, particularly to low-income households.

Additionally, lack of availability and affordability of child care is impacting children more than anyone, primarily, children of color or low-income households. In Sonoma County, "only one in five Sonoma County children were ready for kindergarten when they entered school last fall", according to a report released in April 2023 by the county Department of Human Services which also found continuing disparities along ethnic, racial and economic lines. "Kindergarten readiness declined in Sonoma County for the sixth consecutive year", according to the report by Road to Early Achievement and Development for Youth, an initiative led by the Department of Human Services and funded by the First 5 Sonoma County Commission. Research has shown positive factors that contribute to kindergarten readiness include access to quality early child care and education. One of the most critical stages in a child's development is from birth to five years old. These years are crucial to their health, wellbeing, and impacts the trajectory of their lives in many ways. Therefore, it is important that children, regardless of economic status, have access to quality early child care.

## **Wages**

Over the last two decades the gender gap in pay has remained consistently the same in the United States, and persists in Sonoma County. According to a new Pew Research Center analysis of median hourly earnings of both full- and part-time workers, in 2022 women earned an average of 82% of what men earned similar to results 20 years ago in 2002, when women earned 80% as much as men. Although the gap has not significantly changed as a whole, it is narrower among younger workers which can be attributed to long term gains women have made through their educational attainment, work experience, occupational segregation and other dimensions.

In Sonoma County, women have a slight edge in all educational attainment outcomes compared to men, yet women are earning much less than men. During 2006-2010, median income for Sonoma County males was \$44,973 as compared with \$31,960 for females. This differential expands with educational attainment; median income for males with graduate degrees (\$85,470) was significantly higher than for females at the same educational level (\$55,272) (Sonoma County Department of Health Services Strategic Plan, 2012). A Portrait of Sonoma County 2021 update estimates men taking home \$11,500 more than women, widening the gap since the 2014 report, when men made \$8,500 more than women. Women continuing to be

overrepresented in lower-paying occupations, family caregiving responsibilities, and gender discrimination (which is more difficult to measure) may contribute to gender differences in pay. The gap is greater when we focus on women of color. Among the major race and ethnicity groups across, except for Native Americans, men earn more than women in Sonoma County.

Wage disparities do not halt at gender. A BLS Report released in January 2023 on Labor force characteristics by race and ethnicity, 2021, found that Hispanics and Blacks continued to have considerably lower earnings than Whites and Asians in 2021. The median usual weekly earnings of full-time wage and salary workers in 2021 were \$777 for Hispanics, \$801 for Blacks, \$1,018 for Whites, and \$1,328 for Asians; With greater wage gaps when we focus on women of color. Similarly, across the region which includes counties of Lake, Marin, Mendocino, Napa, Solano, and Sonoma, the North Bay Employment Connection (NBEC) Workforce Innovation and Opportunity Act Regional Plan (2021-2024) found that All White, Non-Hispanic White, and Asian populations earn the highest median annual incomes, and Hispanic, American Indian, Black, and other race populations earn the lowest annual incomes on average. More locally in Sonoma County, A Portrait of Sonoma (2021) finds that white residents earn over \$15,000 more than Latino, Native American, and NHOPI residents.

The COVID -19 pandemic, and rising inflation rates have made it more clear that pay equity and livable wages are pivotal for people to meet their basic needs, reduce poverty, and help recover faster from occasional emergencies or unexpected expenses. Data is also illuminating the need for equity considerations to be built into workforce development programs in the region to reduce these disparities.

## **Mental Health**

Mental health has become a serious public health concern in Sonoma County. In just a span of five years, Sonoma County residents experienced severe wildfires and other natural disasters, along with the COVID-19 pandemic. As a consequence of these disasters, community members are experiencing significant anxiety, stress and disruption to daily living. Adding stresses or traumas to those already struggling from high costs of living, housing issues, job availability, or facing social problems such as bullying and harassment due to race or sexuality. What makes mental health an even major concern is the lack of access to affordable health insurance and healthcare in the community. This creates a barrier for people seeking physical and mental health, and an even greater one for marginalized populations.

To give some perspective on the need, Alexander Valley Healthcare (AVH) serves the northernmost part of Sonoma County stretching into part of Mendocino County. Just a decade after establishing, it became the sole medical provider in the area from the cities of Healdsburg to Ukiah, and the only dental or mental health practice in that area accepting Medi-Cal (California's Medicaid program) or uninsured patients, and welcoming private insurance patients who had lost their private physicians. Per AVH's 2022 Community Needs Assessment, their population comprised 89.1 percent of patients whose income is known have incomes below 200

percent of the federal poverty level; 39.7 percent are enrolled in Medi-Cal; 15.8 percent are Medicare beneficiaries; and 17.5 percent are uninsured.

By 2017, AVH had outgrown their buildings, and had to cap their patient volume at 4,000 to 4,200 patients per year due to the limited number of medical exam rooms, dental operatories, and counseling rooms available. This also precluded hiring additional providers to expand service volume. The pandemic exacerbated the problems of inadequate space and staffing and caused a back-log for in person services. It is critical for AVH to provide care in a timely manner considering that more than half of their patients had one or more chronic medical or mental health conditions.

Similarly, Sonoma County's Behavioral Health Division's Mental Health Services Act (MHSA) FY2016-2019 Capacity Assessment found barriers to accessibility, which impacted movement through the system. Both consumers and providers had limited knowledge on the full system of services and programs, and struggled to navigate through it. Spanish-speakers oftentimes were only offered limited services such as education or wellness opportunities due to the lack of in-county bilingual clinicians. Service limitations were particularly true for undocumented residents, who had limited access to facilities that were often over capacity and inconsistent in quality. Additionally, service transitions were not efficient. The report found some consumers overstayed in certain programs, delayed services, cycled in and out of the same levels of care caught in a "vicious cycle" which impacts the likelihood of crisis, hospitalization, and incarceration, and reduced psychosocial and recovery opportunities. These issues may have led to an increase in use of crisis service. In fiscal year 2018-2019, about 50% of all DHS-BHD consumers accessed the Crisis Stabilization Unit (CSU). The capacity assessment also noted that a high proportion of Latinx consumers and Native Americans went to the CSU. It also may help explain why there is a high prevalence of serious mental illness in the jails, with over 40% of inmates having a mental health issue.

Additionally, DHS-BHD's capacity assessment pointed out communities that were being underserved which included: Latinx, Native American and LGBTQ+ communities. Although the County offered services for these communities, the opportunities were limited. They indicated a lack of appropriate providers for the LGBTQ+ community, particularly for Transidentifying consumers, and a need for more comfortable, culturally/socially appropriate services for these communities.

Moreover, in the San Francisco Bay Area LGBTQ Community Needs Assessment Report 2018, which describes the needs and experiences of diverse LGBTQ community members in nine Bay Area counties: Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma, found that mental health services were identified as an unmet need for the LGBTQ+ community. 57% of all survey respondents used emotional support or mental health services in the past three years, however, 13% of respondents were not able to access emotional or mental health services when they needed them, compared to those who could not access medical services 1.5% when needed. This is concerning considering that there are higher rates of depression, anxiety, and suicide in the LGBTQ community. A Portrait of Sonoma

County report illuminates this mental health need as well, emphasizing that improving access to culturally competent providers who have expertise serving specific segments of Sonoma's population is critical.

## **Inequity**

The needs expressed above also illuminate issues of inequity across Sonoma County. Equity, in its simplest terms as it relates to racial and social justice, means meeting communities where they are and allocating resources and opportunities as needed to create equal outcomes for all community members (United Way). Inequity refers to lack of equity, where unfair and avoidable inequalities exist that are not inevitable or natural but the product of human behavior (Medical News Today). Sonoma County must address imbalanced social systems so that it is a place where a person's race or ethnicity does not determine their health, wellbeing, and wealth.

The disparities that Black, Indigenous, People of Color, immigrant and undocumented, as well as LGBTQ+ community members have and continue to experience should not be left lingering or continue unremedied. Time and time again, groups were disproportionately impacted or overrepresented, this was reflected throughout the research done in finding Sonoma County's greatest needs for purposes of our Community Needs Assessment and Community Action Plan. Rent burden most felt by low-income HHs and Black and Latino renters; racial disparities in home ownership, educational disparities were found across geographics and racial lines in Sonoma county; lack of childcare affordability and accessibility impacts children more than anyone, mainly children of color and from low-income households; differences in kindergarten readiness are largely attributable to systemic inequities in access to resources and opportunities; Black, American Indian, LGBTQ, former foster care recipients are overrepresented in the homeless population in Sonoma County; The poor are more vulnerable at all stages—before, during, and after—of a catastrophic event, yet their needs are not sufficiently considered in the planning of local response and relief organizations; BIPOC have lower HDI scores (measure well-being made up of health, education, and earnings indicators) in Sonoma County; People who belong to one or more groups that are marginalized or stigmatized situations are often more likely to experience mental health challenges, additionally, the continual stress of minority status and societal discrimination, deteriorates the mental health.

Inequities exist in education, housing, legal rights, political representation, income, and more. To close the gaps and achieve equality, each issue requires action and County support in breaking down barriers. In healthy communities, everyone has opportunities to thrive. This means everyone having access to quality schools, good paying jobs, healthy foods, quality healthcare, affordable housing, and safe neighborhoods. However, in some communities, not everyone has access to these opportunities. Inequity is unjust, and addressing it is a moral imperative.

# CNA Community Forums Summary



For this part of our community needs assessment we hosted small focus groups, facilitated discussions about community needs and concerns at two highly impacted neighborhood association meetings, and held an intensive design workshop at our annual all-staff meeting.

## Focus Groups

We hosted four virtual focus groups, two internal and two external, however even with an offering of gift cards for participation advertised on our agency social media there were no attendees appearing for either the English or Spanish public forums.

The sessions were facilitated using Google Jamboard to support a design-thinking approach, where participants could call out ideas or create virtual post-it notes, which were collected on slides to contribute to the dataset of insights surrounding a variety of topics. The presentations included 6 slides posing the following questions/discussions:

- “What are the greatest needs that low-income people face in our community?”
- Three slides where each of the top three needs identified were further explored by identifying causes and potential solutions
- “Based on this discussion, do you feel CAP’s programs are meeting the needs of the community, or are there changes you might suggest?”
- “Do you have any other ideas or feedback?”

## Front-Line Forum

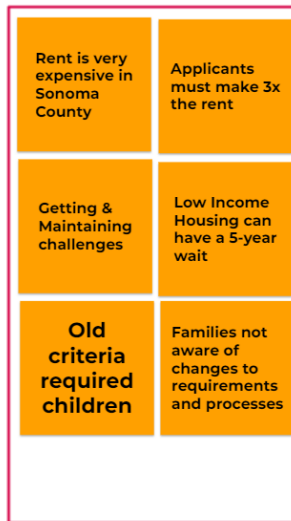
The front-line group consisted of our seven Head Start Family Outreach Workers (FOW’s) and our two Via Esperanza Family Resource Center Mobility Coaches. Both groups have similar jobs working closely supporting the families that come to our agency for assistance. They are hosted in very different programs, but most often agreed on the challenges and deficiencies they saw in the individuals and families they worked with. The group identified three major needs to discuss deeper: Housing, basic needs, and mental health. The group had a surprising amount to say about mental health, which they say is a largely unaddressed condition of poverty. Our agency currently has no mental health-related programs, so this was identified as a major need to be further explored for future service development.



## What are the greatest needs that low-income people face in our community?



### Causes:



### Need:



### Solutions:



## What are the causes and solutions?



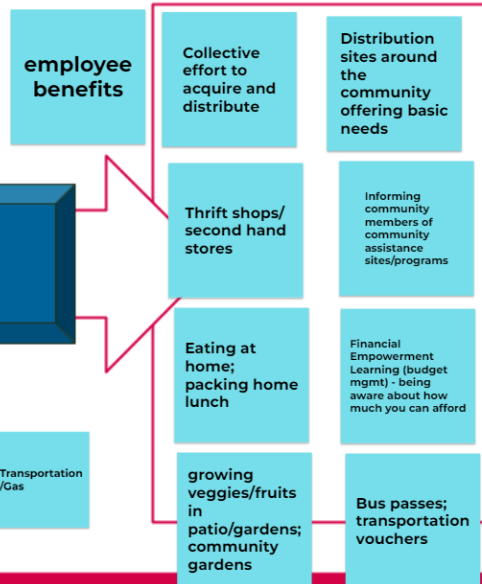
## Causes:



## Need:



## Solutions:



**What are the causes and solutions?**

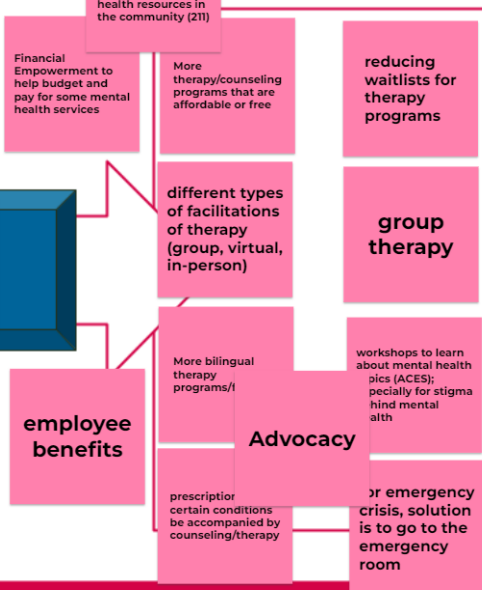
## Causes:



## Need:



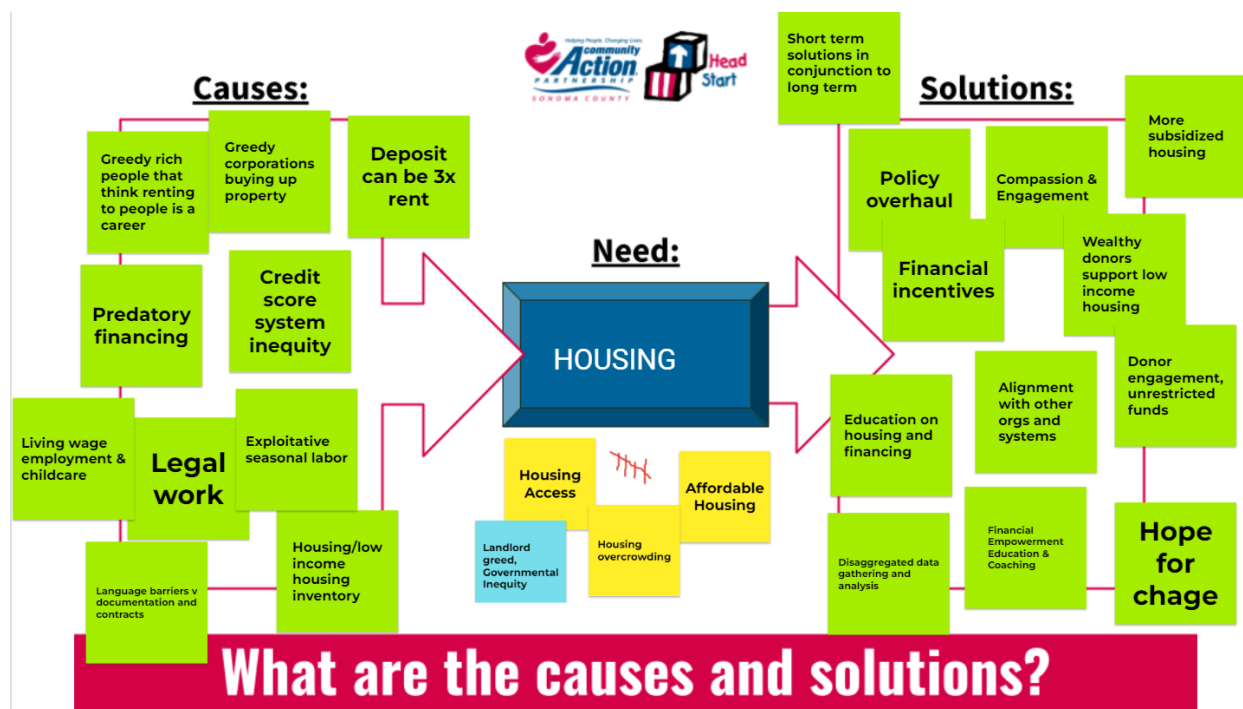
## Solutions:



**What are the causes and solutions?**

## Leadership Team Forum

Another focus group included our Leadership Team, which is a group of 19 employees that includes all managers, directors, and c-suite. This group often networks with other community based organizations and interfaces with other members of the community in which they can become aware of community needs. The leadership team reviewed the front-line forum and decided to focus on Housing, a critical issue indicated in many sources that our agency does not currently address in a robust manner. This gave rise to many passionate discussions that lasted throughout the meeting and returned for several meetings to follow. One of the most contentious points was how our specific agency can best engage in this issue, since we already have a strong local leader providing direct housing services, Catholic Charities, with whom we partner on many fronts. Opportunities identified included direct financial assistance, legal and civic advocacy on policy reform, and upstream services to divert at risk individuals and families from becoming homeless in the first place.



### Summary:

Both focus groups identified housing as being the greatest need that low-income people face in our community. They also both gave similar responses for causes of that specific need which included: high rents, high deposits requirements to obtain housing, low affordable housing inventory, and challenges in understanding housing requirements and processes. As far as solutions, both groups responded that education on housing and financing was necessary as well and financial empowerment, education and coaching. A noted difference in responses between the focus groups was that the Leadership Team pointed at system inequities as causes to the needs identified. They pointed at predatory financing and

credit score system inequity as some of the causes for the housing needs, as well as policy revisions, better alignment with other organizations and systems and system changes as solutions.

Additionally, both focus groups felt that the needs were interrelated. Lack of affordable housing can impact the ability to meet other needs, including: basic needs such as food, clothing, and other necessities, or make it difficult to pay other bills or child care; it can also impede individuals from seeking medical care due to inability to cover medical costs, therefore negatively affecting health and well-being as well.

## Neighborhood Meetings

### South Park Neighborhood Meeting

The South Park neighborhood developed a reputation for violence after the deadly shooting in 2004 on Grand Avenue. For years following this event, the residents experienced disenfranchisement from the greater Santa Rosa community and escalating gang presence. For a period, positive engagement from community leaders and law enforcement improved the conditions, however with the financial and social upheaval caused by the pandemic, residents reported a concerning trend back towards the way things had been. More and more homelessness was observed, and gang presence seemed to be increasing again. In February, a stabbing occurred in MLK park, where two of our Head Start classrooms are located, followed by a string of destructive vandalism through the neighborhood which included over \$10,000 in damages to the Head Start facilities.

In response, we worked with the South Park Neighborhood Association to host and facilitate a neighborhood discussion about safety concerns the residents were experiencing as well as their hopes for resources and changes that may help improve their quality of living.

The neighborhood residents were quite divided, as one might anticipate, with some attendees asking for a police crackdown on youths and others pointing out that such activities are a symptom of people living in fear and hopelessness. The discussion reached deep into South Park history, and explored the experiences of several parents who grew up as the previous generation of troubled youth. They courageously shared the pain of feeling unwelcome in the larger white-dominated society and economy, pointing out that other nicer neighborhoods had quality spaces for families and youths to gather and find a sense of belonging, while South Park's community center recently lost its funding as a result of funders not feeling it produced enough measurable outcomes.

From this discussion we gained the valuable insight that community spaces are being depleted from lower-income neighborhoods, and that a funder-need disconnect may be part of the issue. Without such spaces, the feelings of isolation and hopelessness that young people and vulnerable families might feel are fertile ground for desperate behaviors. **A sense of belonging can be a powerful protection against the trauma of poverty.**

## **Moorland Community Interview/Discussion**

Sonoma County's youth have faced compounding traumas over the last couple years: multiple devastating fire events and floods, disruption from a pandemic, an experiment in remote schooling, economic and political instability, a national racial justice movement stemming from police killings of Black Americans, and local mourning of the police killing of 13-year-old Andy Lopez. These events have severely impacted youth's mental health that many are reporting having seriously considered attempting suicide in the last 12 months. Additionally, these disasters have inhibited their ability to cope and learn, and may help explain why they are experiencing a loss of hope and direction without any space to find security and belonging. This is especially true for marginalized youth — including those in the LGBTQ community and those who face the unrelenting burdens of racism or poverty.

In January 2021, YouthTruth administered surveys across 56 schools from 10 Sonoma County school districts. They found that while feeling depressed, stressed, or anxious is the number one obstacle to learning across the county, a higher proportion of non-straight students report depression, stress, and anxiety as obstacles to learning. They also report that a lower proportion of families, middle school students, and high school students report feelings of belonging to their community. Depression, anxiety and suicide are common mental health conditions associated with lacking a sense of belonging which supports why just over one in three high school students, 37 percent, report feeling a part of their community.

A sense of belonging may be even more important for at-risk youth who often struggle with emotional, educational and/or behavioral difficulties. Especially at school, as they spend most of their time at school and their connectedness to the school setting could strengthen their stability over time and their well-being as students. Thus far, little empirical research has been conducted on school belonging among at-risk youth in relation to their hopefulness. However, feeling connected and having a sense of belonging to primary life contexts is considered an important protective factor that helps youth deal with stress and is linked with better adjustment and positive outcomes (Barber & Schluterman, 2008; Loukas et al., 2010; Somers et al., 2020; Witherspoon et al., 2009)

More recently, Sonoma County community residents are speaking up about rising gang activity, specifically in well-known underserved communities: South Park neighborhood, along with West Ninth, Roseland and Apple Valley in northwest and southwest Santa Rosa. These neighborhoods have dealt with a higher-than-average rate of crime in comparison to other neighborhoods in Santa Rosa.

In an informal interview with two Moorland community residents, about what they perceived as Sonoma County's community needs, they focused most of their attention on youth services and programming in their neighborhood. After the death of 13-year-old Andy Lopez, who was fatally shot in the area by a Sonoma County sheriff's deputy in 2013, they along with their neighbors, were left sadden and angry because to them justice was not served. Lopez was walking with an airsoft gun made to look like an AK-47, with the orange tip indicating it as a replica removed. Two sheriff's deputies spotted him and told Andy to put down his gun. By the SRPD's admission, Andy hadn't fully turned around to see who might be calling to him before he was filled with bullets. According to the autopsy, he was struck, among other

places, in the right hip and right buttock—from behind. This is the way the system works, and Moorland residents know this. A deputy knows he only has to say he feared for his life to get away with a fatal shooting. The department will put him on paid leave while an investigation gets underway—not by an independent oversight committee, but by the local police. The district attorney will report that the boy had smoked marijuana and that the deputy acted within the law. The grand jury, made up primarily of older white people, will decline to review the report. Somewhere in all the aftermath, the deputy will return to work, and be given an award, and a promotion. An unsurprising outcome to the underserved communities. Meanwhile, a whole neighborhood is left behind with an open wound. The Moorland residents go on to mention that placing a park at the site of the killing does not suffice. They feel that this tragedy fueled the distrust of law enforcement by youth, mainly, the sheriff's department. They attest to witnessing youth getting in front of sheriff's patrolling cars, almost blocking their way, as if to show that they are not afraid, they are unforgiving, merciless. They feel the whole neighborhood is in need of mental health services, adults and children included, and the park needs youth programming. Kids are afraid to be out in the park after a certain hour, and they are beginning to witness gangs taking over their park and tagging their neighborhood with graffiti. Moorland is made up of many hardworking Hispanic and Latino parents, which is very visible as one passes by with so many work trucks on the driveways or parked on the side of the road. They need services and resources at reach. It would be unfortunate for this underserved neighborhood to suffer another tragedy. Moorland residents are hoping to receive help to rebuild their underserved neighborhood's confidence and for their small community to be engaged and considered along with the other communities that make up Sonoma County.

## All-Staff Design Workshop

For this final forum, our leadership team created a major workshop using principles of human-centered design with guidance from a leadership facilitator and a design research PhD, which was scheduled to take place during our annual all-staff meeting. Our staff consists of 163 professionals with varying specialized experience and skills all surrounding low-income services, family needs, and nonprofit operation.

This workshop began with a 30-minute presentation of the purpose and origin of the Community Needs Assessment, followed by our findings including the previous forums, the survey, and the data research. The presentation was conducted in English with a live translator speaking to Spanish-speaking staff through translation headsets. All materials during the presentation and workshop were printed in both English and Spanish. The entire staff was then divided into 12 groups with each group consisting of members from different programs and departments to provide fertile grounds for discussion from different perspectives. The inclusion of mixed background teams also served to create connectivity and cross-pollination of ideas across the agency, strengthening our future efforts towards identified needs and advancing our objective of operating with the Whole Family Approach.

Around the room we arranged a “gallery walk” of several sets of four posters (shown at the end of this section), each of which addressed one of the four top needs identified in our previous CNA research:

housing, basic needs, financial scarcity, and health. The groups spent 10 minutes reviewing each poster, discussing the topics, and then placing post-its on and around the posters to provide their responses to three questions. A summary of the participants' responses is shown in the table below.

We fully believe that some of the greatest expertise in the human services sector is found within the front-line employees who interface with the people and systems involved in low-income challenges every day. We were humbled by the enthusiastic engagement and inspiring insights generated by our staff here. Through this we learned of new ideas to approach old challenges, and also areas where parts of our agency already contained programs or processes that other parts of the agency were not aware of, giving us many opportunities for immediate, easy improvement in our services and benefit to the community we serve

All-Staff Workshop Insights			
Result Area	How does CAP impact this result?	How does your program work to address this need?	What can we do to further address this need?
HOUSING	<ul style="list-style-type: none"> <li>• Season of Sharing, HCA</li> <li>• Rental deposit programs</li> <li>• Disaster relief - shelter, repairing homes</li> <li>• Women and childrens shelter</li> <li>• Short term housing</li> <li>• Disaster funding</li> <li>• Financial support programs, rent, deposits</li> <li>• Housing laws/empowerment</li> <li>• Shelters/transitional housing</li> <li>• Coordinated Entry</li> <li>• Financial stability coaching</li> </ul>	<ul style="list-style-type: none"> <li>• Financial education</li> <li>• Application support, rental assistance</li> <li>• Financial assistance</li> <li>• Referral/resource platform</li> <li>• Serve homeless families</li> </ul>	<ul style="list-style-type: none"> <li>• Collaboration with others who work on housing, community partnerships</li> <li>• Advocacy</li> <li>• Work within existing systems</li> <li>• More follow up with clients</li> <li>• Assist with evaluation of the condition/situation of a home</li> <li>• Pre-screening/needs assessments</li> <li>• Program evaluation - 6 months</li> <li>• Connect with legal aid organization to provide education about housing rights</li> </ul>
BASIC NEEDS	<ul style="list-style-type: none"> <li>• Season of Sharing/EFSP</li> <li>• Provides childcare</li> <li>• H2O program</li> <li>• Back to school backpacks</li> <li>• Provide financial stability, food, diapers, internet, utilities other assistance</li> <li>• Parents to professionals</li> <li>• School readiness</li> <li>• Provide referrals</li> <li>• Application assistance</li> </ul>	<ul style="list-style-type: none"> <li>• Redwood Food Bank distribution/diapers</li> <li>• FPA - utilities resources</li> <li>• Food assistance, HS Food program</li> <li>• Connection to other resources</li> <li>• Application support</li> <li>• Disaster relief</li> <li>• Community partnership with FOW</li> <li>• Childcare</li> </ul>	<ul style="list-style-type: none"> <li>• Further integrate CAP programs and knowledge together</li> <li>• Increase funding for crisis support</li> <li>• Increase accessibility (transportation!) and outreach</li> <li>• Advocate for more food distributions</li> <li>• Connect clients with outside programs when we can't provide a need</li> <li>• Community outreach, communication about services</li> </ul>

			<ul style="list-style-type: none"> <li>available</li> <li>Support community gardens</li> <li>Increase volunteer involvement to increase capacity</li> <li>Attend community events/promote agency services online</li> <li>Increase access to programming and food distribution on weekends/evenings</li> </ul>
FINANCIAL SCARCITY	<ul style="list-style-type: none"> <li>Employment opportunities, presence at job fairs</li> <li>Employee benefits, mileage reimbursement</li> <li>Workforce development <ul style="list-style-type: none"> <li>HS pays for staff to go to college for ECE</li> </ul> </li> <li>Referral programs</li> <li>ACP</li> <li>Financial education &amp; empowerment</li> <li>Free childcare</li> <li>Rental assistance</li> <li>Homelessness prevention</li> <li>Providing basic needs to lessen financial burden</li> </ul>	<ul style="list-style-type: none"> <li>HS is free</li> <li>Bus passes for transportation</li> <li>Financial education workshops</li> <li>VITA</li> <li>Provide education for staff</li> <li>Training and education for parents</li> <li>Assisting with childcare</li> <li>Rental/deposit assistance</li> </ul>	<ul style="list-style-type: none"> <li>Better informing families about available resources</li> <li>High school financial literacy</li> <li>Use P2P model to develop other programs</li> <li>Family housing</li> <li>Public transportation: Partner with transportation for more routes, put sites near public transportation routes</li> <li>Resume workshops/mock interviews</li> <li>Advocacy - local, state, federal</li> <li>Ensure equitable pay/living wage for staff</li> <li>Increase financial classes and job training</li> </ul>
HEALTH	<ul style="list-style-type: none"> <li>HS medicare/dental homes</li> <li>EAP concern program</li> <li>School nursing</li> <li>Supporting children's health needs- nutrition, dental, vision</li> <li>ACES</li> <li>Resource connections</li> <li>Mental health in shelters</li> <li>Food bank</li> <li>Fitness Fridays/wellness coach</li> <li>Health benefits, EAP for employees</li> </ul>	<ul style="list-style-type: none"> <li>WIC</li> <li>Nutrition wellness programs and assessments</li> <li>HS food program</li> <li>Vision/hearing screenings</li> <li>Collaboration with mental health agencies</li> <li>Provide information to families about centers that take low-income clients</li> <li>SMILES program/school visits</li> <li>Connection to medical benefits</li> <li>School nurse program</li> <li>Collaboration with other organizations</li> </ul>	<ul style="list-style-type: none"> <li>Address social stigma around mental health support, immigration</li> <li>Culture of prevention</li> <li>Expand dental programs</li> <li>Nutrition classes for older kids, more ages</li> <li>Partner with county mental health and other health agencies more closely</li> <li>Provide incentives for completing health and dental screenings/care</li> <li>Increase prevention services</li> <li>Decrease barriers to signing up for services</li> <li>Provide professional support and guidance to parents</li> </ul>

## Posters used in all-staff gallery walk

Each poster was printed in both English and Spanish in 3'x4' dimensions. Some groups were monolingual and some intentionally bilingual. English versions of the posters are displayed here as representation:



## Community Insights:

Policy areas that may seem distant from health—such as those for education, jobs and wages, economic opportunity, transportation, housing, crime, taxes, economic development, and the environment—can play a major role in shaping population health.

(How Are Income and Wealth Linked to Health and Longevity? 2015)

Lower-income children experience higher rates of asthma, heart conditions, hearing problems, digestive disorders, elevated blood lead levels, and low birth rates.

(How Are Income and Wealth Linked to Health and Longevity? 2015)

64 percent of respondents with health-care debt reported putting off or postponing care in the past 12 months due to cost.

(2022 KFF Health Debt Survey)

County Dental screenings documented serious health disparities by race and income. Hispanic children in Sonoma County were significantly more likely than white non-Hispanic children to: experience tooth decay, untreated tooth decay, need urgent dental care

(Community Health Needs Assessment - Alexander Valley HealthCare)

## How can CAP Sonoma help?



# Community Need: Housing



## Community Insights:

Housing costs are too high for at least half of all Sonomans. 52% of renters in Sonoma County face a high rental burden (meaning they spend more than 30% of their incomes on rent). Most felt by low-income households and Black and Latino renters.

(A Portrait of Sonoma County: 2021 Update)

Sonoma County needs more than 58,000 homes to meet both the accrued deficit and future need. 73% of this deficit is in affordable homes.

(The State of Housing in Sonoma County 2022)

Top 5 responses homeless individuals gave for obstacles to obtaining permanent housing: 63% Can't afford rent; 45% no job/ not enough income; 29% no money for moving costs; 19% no housing availability; 23% no transportation

(Sonoma County's 2022 Homeless Point-in-Time Count)

Sonoma County is overwhelmingly zoned exclusively for single-family homes. Data suggests a positive relationship between intra-city racial segregation and the share of a city's zoning capacity dedicated exclusively to single family only.

(The State of Housing in Sonoma County 2022)

## How can CAP Sonoma help?

# Community Need: Basic Needs



## Community Insights:

50% of surveyed respondents reported struggling with Food Insecurity at least once in the past 12 months, with 20% struggling monthly. 45% reported struggling with paying utility bills in the last 12 months, with 25% struggling monthly.  
(CAP Sonoma Community Needs Survey 2023)

People unable to afford to live in healthier, more desirable areas often struggle with challenges related to a variety of community-level health-related factors:  
(continued below)

Sonoma County Department of Health Services survey released in 2015 estimated 92 percent of farmworker families in Sonoma County do not earn enough money to meet their basic needs.  
(A Portrait of Sonoma County: 2021 Update)

...access to healthy food, built environment, advertising, housing, transportation, school systems, jobs and health care, environmental pollution, disinvestment  
(How Are Income and Wealth Linked to Health and Longevity? 2015)

## How can CAP Sonoma help?

# Community Need: **Financial Scarcity**



## Community Insights:

Nearly all U.S. counties, a typical worker's wage is less than what would be considered a living wage for one adult with two children for the area. Among these counties, a more than 73% wage increase would be necessary to make a living wage, while some counties need as much as a 229% increase

(2022 County Health Rankings National Findings Report)

On average across U.S. counties, the hourly living wage necessary to meet basic needs is \$35.80 for a household with one adult and two children. Depending on location, the living wage dips to a minimum of \$29.81 an hour and rises to a high of \$65.45 an hour

(2022 County Health Rankings National Findings Report)

Worries about personal health and financial security are related to higher levels of psychological distress.

(Pew Research Center 2021)

Lack of access to reliable and safe transportation during the pandemic cut off many families from critical resources.

(Disparities in Preventive Care Receipt During the Coronavirus Pandemic)

## How can CAP Sonoma help?