



HOPE SF WEALTH BUILDING FRAMEWORK

SEPTEMBER 2021

HOPE SF WEALTH FRAMEWORK DEVELOPED BY:



BACKGROUND

This framework was developed in collaboration between the Insight Center for Community Economic Development and the HOPE SF Wealth Building Planning and Design Team between October 2020 and September of 2021. The Insight Center brings over 15 years of experience and expertise in naming and addressing racial and gender wealth inequities. The first draft of this framework was developed between October 2020-January 2021 and was created with input from approximately 250 surveys taken by residents of HOPE SF and other communities in San Francisco's southeast neighborhoods and conducted by Young Community Developers. These survey results as well as research and work from the Insight Center formed the first draft of the Wealth framework - presented to the HOPE SF Wealth Building Planning and Design Team in January of 2021. Subsequent drafts of the framework were refined with input from the first cohort of resident consultants from the HOPE SF Wealth Building Planning and Design Team between January and July of 2021. During August and September of 2021, the Insight Center led a series of learning sessions to orient the second cohort of resident consultants to the wealth framework. The input from these learning sessions in August and September helped to form the final version of the wealth framework which can be found on pages 2-5.

ACKNOWLEDGMENTS

The development of this Framework was made possible by the Partnership for HOPE SF, led by three organizations—The Mayor's Office, City and County of San Francisco, San Francisco Foundation, and Enterprise Community Partners. Thank you to Dr. Saidah Leatutufu-Burch (co-chair), Deirel Marquez Perez, Ellie Rossiter, Grecia Mannah-Ayon, Brianna Rogers, and Anne Griffith. More information can be found at www.hope-sf.org

Deep gratitude to residents of HOPE SF communities, including:

- Kieontay Brown*
- Dominique Cleope* (Co-Chair)
- Monica Ferrey
- Norma Hernandez*
- Betty Hunter
- Shervon Hunter
- Iose (Peejay) Iulio*
- Terry Jones*
- Falaofuta Satele
- Tiffany Sim
- RoseMarie Sims
- Senthong Sithounnolat
- Alejandra Teyer

(*) denotes the first cohort of Resident Consultants. The HOPE SF Wealth Building Planning and Design Team was formed in January 2021. The team decided to expand to include additional Resident Consultants, included above, in July 2021.

Special thanks to our research and facilitation partners:

- Insight Center for Community Economic Development led by Anne Price, Jhumpa Bhattacharya, Natasha Hicks, Alicia Walters
- Facilitation by Junious Williams and Beatriz Moreno
- Community-Based Participatory Research directed by Young Community Developers

The development of this framework would not have been possible without the financial support from these organizations:

Bank of America
Citibank
CF Leads
Crankstart Foundation
Friedman Family Foundation
JP Morgan Chase
Kaiser Foundation
Walter and Elise Haas Fund
Wells Fargo Foundation

WEALTH FOR HOPE SF RESIDENTS OF COLOR AND COMMUNITIES

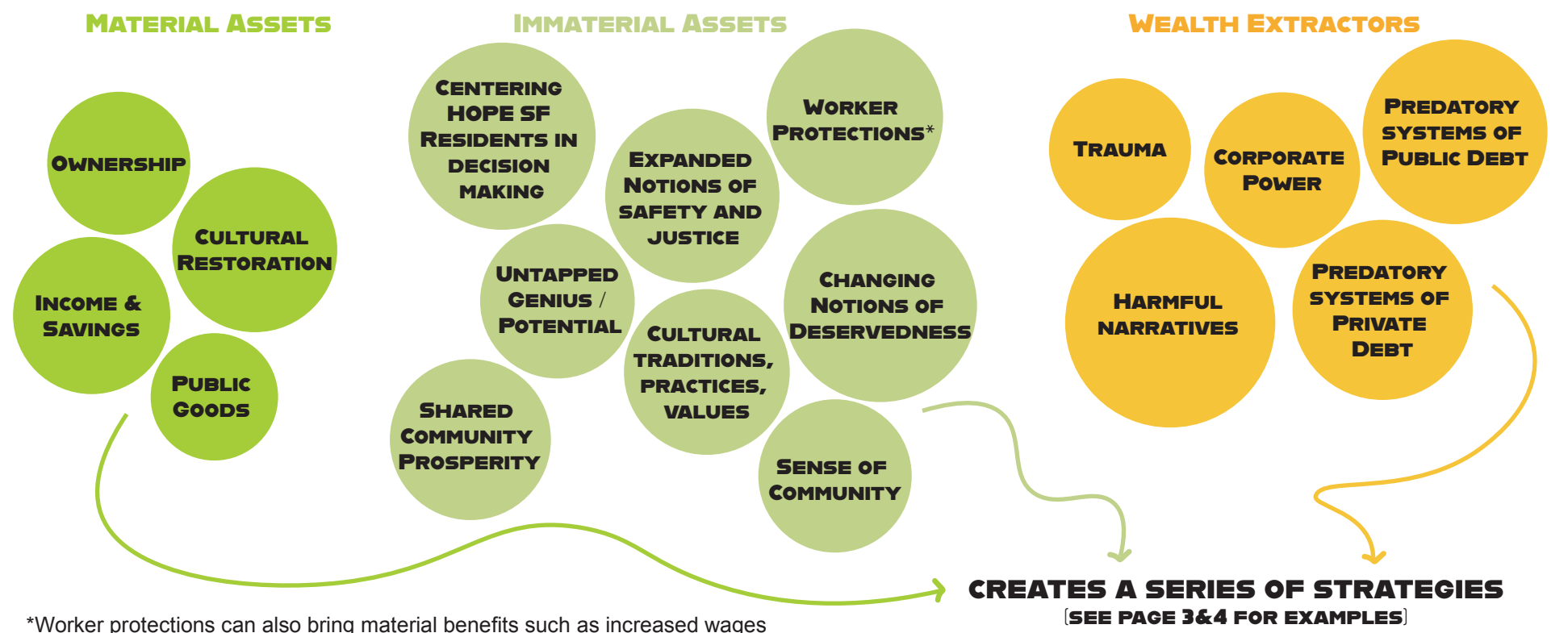
A HOLISTIC VISION OF WEALTH

Wealth is traditionally known as the value of what you own minus what you owe. A holistic definition of wealth expands beyond just financial benefits. Wealth allows us to live with greater dignity, power, freedom and peace of mind. Wealth allows us to provide future generations with the freedom to dream big and become all they truly can be. It also means being healthy, having a thriving neighborhood and to know that your family and community are healthy, spiritually whole and contributing. People of color have a longstanding and strong history of economic cooperation and thus, wealth for them includes providing mutual aid, building human and social capital, as well as seeking economic independence as a source of freedom from oppression.

WILL BE DRIVEN BY **FOUNDATIONAL ACTIONS** THAT ADDRESS THE ROOT CAUSES OF RACIAL WEALTH INEQUALITY:



WHICH WHEN APPLIED TO A SERIES OF **MATERIAL & IMMATERIAL ASSETS** AND **WEALTH EXTRACTORS**:



*Worker protections can also bring material benefits such as increased wages

WHICH TOGETHER WILL ALLOW HOPE SF RESIDENTS IN THE **SHORT TERM** TO...

MEET **BASIC NEEDS** SUCH AS HOUSING, FOOD, HEALTHCARE (INCLUDING CARE FOR MENTAL HEALTH), UTILITIES, MONTHLY BILLS, CHILDCARE.

HAVE ROOM TO **BREATHE AND DREAM** BEYOND THE BASICS. BY GAINING RESOURCES OVER TIME, RESIDENTS AND COMMUNITIES CAN WITHSTAND CATASTROPHIC SHOCKS AND START SETTING THEIR SIGHTS ON DREAMS FOR THEIR FUTURE.

AND IN THE **LONG TERM**...

ATTAIN **POWER** FOR COMMUNITY CONTROL OVER ITS OWN ECONOMIC DESTINY.

HAVE **FREEDOM** TO ACTUALIZE THEIR DREAMS AND ENABLE THE TRANSFER OF WEALTH OVER GENERATIONS.

OUR ULTIMATE GOAL

A CLOSER LOOK: THE FOUR FOUNDATIONAL ACTIONS

WHAT DO WE MEAN BY FOUNDATIONAL ACTIONS?

Foundational actions are the core structural actions we must take to address the root causes of racial wealth inequality. Racial wealth inequality exists as a result of historic and ongoing government and private sector actions. We have failed thus far to move the needle on racial wealth inequality because our solutions do not address root causes and structural issues. These actions together serve as the base of an action plan to build wealth for HOPE SF residents. They intentionally create systemic change and disrupt the status quo.

DESIGN POLICIES AND PROGRAMS THAT CENTER BLACKNESS

COMBATS ANTI BLACKNESS EMBEDDED IN OUR SYSTEMS

WHAT IS IT?

Centering Blackness serves at the center of all the foundational actions for the framework. Centering Blackness is the process of creating and designing policies and practices that intentionally address anti-blackness and lift up and protect Black people. It requires that Black people lead the creation of these policies and practices, and recognizes the uniqueness of economic disadvantage that has come to define the majority of the Black experience. It puts Black people — specifically Black women — at the core of a vision for racial justice with the understanding that pulling the most marginalized to the center lifts up everyone.

This kind of stated intentionality often leads to a false notion that centering Blackness is not relevant to other communities. The reality is quite the opposite: Anti-blackness is at the root of our destructive housing, social welfare and labor policies. All people who interact with these systems face the barriers that anti-blackness creates.

Additionally, Black people are not a monolith. When we center Blackness, we acknowledge that Black people hold multiple identities. They are immigrants, women, LGBTQ, Latinx, Indigenous, parents, business owners, have varying degrees of education, disabilities, and more. Centering Blackness means honoring all types of Black people, which makes it an inclusionary strategy. When you center all the iterations of Black people and their needs, you lift up all types of people while also addressing anti-blackness that lives in all racial and ethnic communities.

Centering Blackness is a fundamental framing that grounds the approach for the other three foundational actions.

WHAT DOES IT LOOK LIKE?

Example: Abundant Birth Project



Photo courtesy Linda Apeles; <https://www.sfxaminer.com/news/abundant-birth-project-gives-expecting-mothers-one-less-thing-to-worry-about/>



Photo: <https://www.expectingjustice.org/abundant-birth-project/>

CREATE NARRATIVE CHANGE AND CULTURE SHIFTS

HARMFUL NARRATIVES & CULTURAL MODELS COMBATS

WHAT IS IT?

Narratives are our cultural understandings, frames of reference or mental models. They play a significant role in how leaders create and implement policies, and how people on the ground react to them. More than just stories of specific people, narratives contribute to our sense of the world and help us create order in a fairly chaotic landscape. We bounce new ideas and concepts up against our deep-seated narratives, and our narratives inform who we build empathy for, who we see as deserving, and who we don't.

Examples of Harmful Narratives:

Personal responsibility/Toxic Individualism: This harmful narrative reinforces the false idea that we are all in control of our own destinies, and that anyone and everyone in America can "pull themselves up by their own bootstraps." When people find themselves struggling economically, they often think that it must be because of something they did wrong. Common misperceptions are that people must have made bad decisions and poor choices, and never learned how to save and budget. In other words, it's your fault you are poor, and if we can change your behavior, you can be "fixed." This harmful narrative also impacts our views on the role of government in helping people. If we believe it's personal choices that make/keep people poor, then support for government intervention stays low.

Personhood and Traditional Notions of Work: Our country was founded on the puritanical notion of hard work and sacrifice as necessities in life, and as a result, Americans are obsessed with work. We're so obsessed with work, we have come to define full personhood and deservedness with those who have full time, paid work. This limited, narrow definition of work is highly gendered and racist in nature, and has major implications for policy development. This is why the care and service industries — sectors heavily over-represented by women — have the lowest wages and poorest job quality. It's also why we have seen an uptake of work requirements tacked on to public assistance programs.

WHAT DOES IT LOOK LIKE?

Example: The Black Thought Project (Alicia Walters & The Insight Center)



Photos: Bethanie Hines Photography

DISMANTLE EXTRACTIVE PRACTICES AND POLICIES

COMBATS PREDATORY & EXTRACTIVE SYSTEMS

WHAT IS IT?

Wealth Extraction is the flip side of wealth accumulation. When wealth is extracted, it robs people of their dignity, their ability to contribute to society and to realize their full potential. Wealth extraction is not a force of nature or occurs by happenstance. It is intentional and a direct result of government policy decisions and private sector actions. Wealth is extracted when sources of wealth including labor, land and other assets are forcefully transferred from one group to disproportionately and sometimes exclusively benefit another group.

- Extractive actions:
- are usually authorized/permitted by government or are a result of diminished government power and a rise of unchecked corporate power
 - are taken by government (like fines and fees) or taken by businesses/individuals (like bank overdraft fees)
 - take money or something of value away from people (extracts)
 - often targets low-income people and people of color
 - impose financial penalties or other deprivations, without consideration of the problems such actions impose on the individual or the community

WHAT DOES IT LOOK LIKE?

Example: Families Over Fees Act



Photo: Youth Justice Coalition, <https://msmagazine.com/2020/08/21/an-effort-to-abolish-court-fees-grows-in-california/>

NOURISH EXISTING SOCIAL AND FINANCIAL ASSETS

DEVALUATION & DISINVESTMENT IN EXISTING ASSETS OF PEOPLE OF COLOR COMBATS

WHAT IS IT?

People of color have always resisted subjugation and overcome insurmountable odds to save, buy land, start businesses, and create their own economic engines. However segregation, racism, and government/private credit and housing policies devalue the assets they already own. This action is about recognizing the assets that exist in communities of color and working to preserve and strengthen these assets. Material assets include: (1) housing; (2) other real estate; (3) bank deposits, certificates of deposit, money market accounts, and the cash surrender value of life insurance plans (collectively, "liquid assets"); (4) financial securities; (5) defined contribution (DC) pension plans, including IRAs, Keogh, and 401(k) plans; (6) corporate stock and mutual funds; (7) unincorporated businesses equity; and (8) trust fund equity. However there are many more assets that live within communities of color that continue to be disinvested in and devalued. These include things such as: (1) untapped genius; (2) Art, music, popular culture, food; (3) mutual aid networks; (4) local museums and public art; (5) community centers; (6) public realm amenities (transportation, parks etc.); (7) local leadership; (8) cooperatives; and (9) community networks.

WHAT DOES IT LOOK LIKE?

Example: Mission Cultural Center for Latino Arts

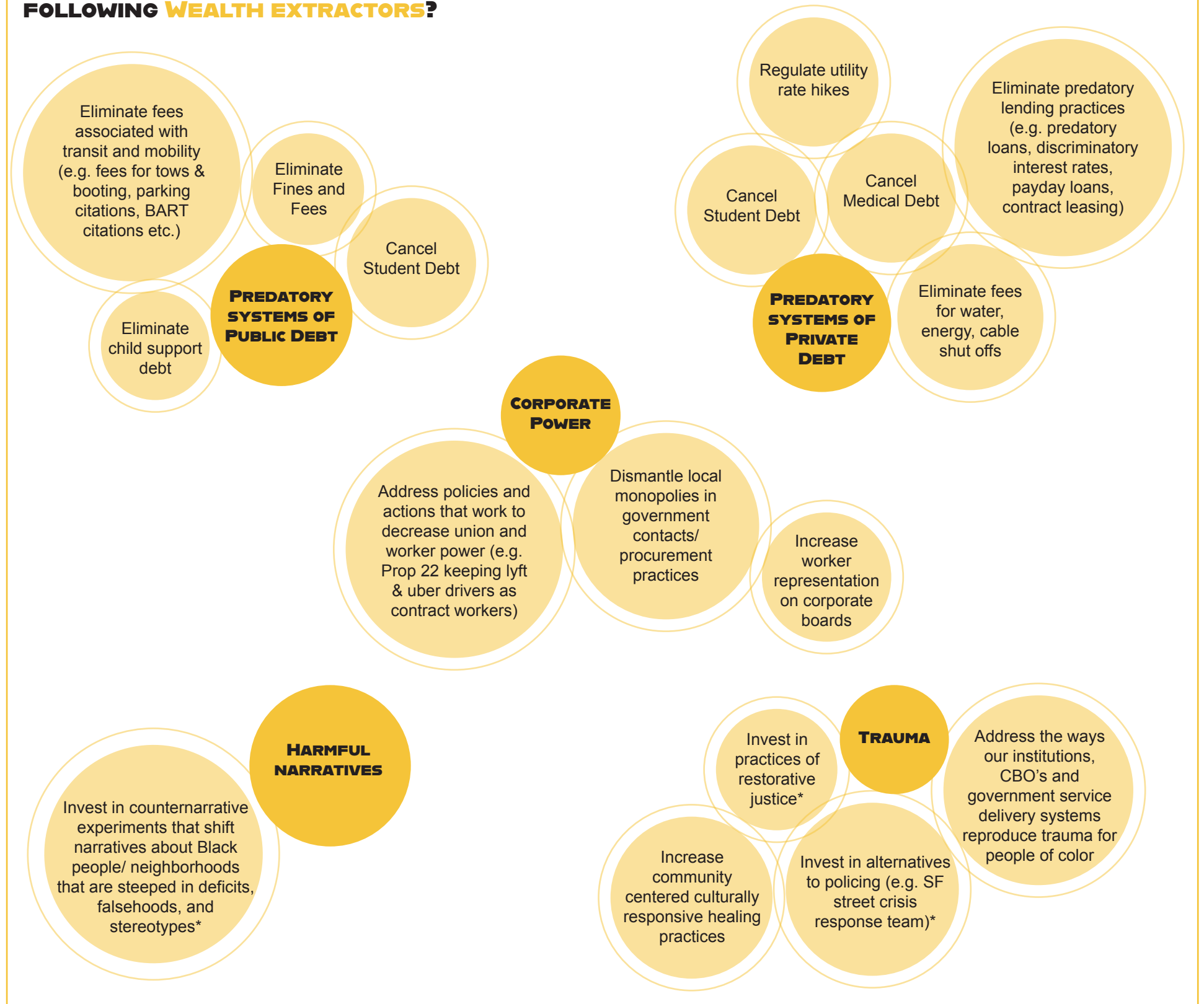


Photo: <https://missionculturalcenter.org/about-us/>

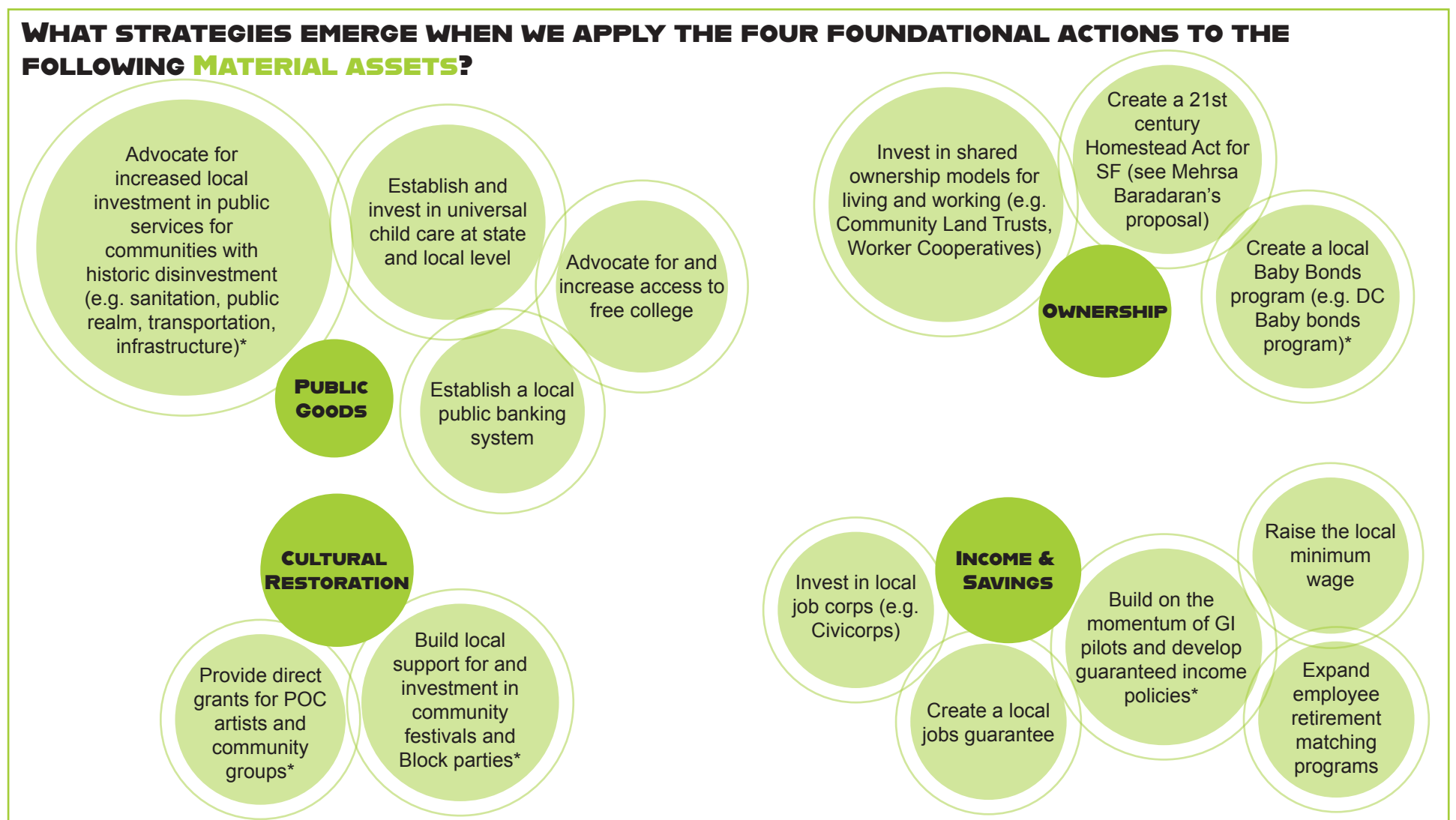
A DEEPER LOOK: EXAMPLES OF FRAMEWORK STRATEGIES

The below set of examples is not a comprehensive list, but rather demonstrates a few illustrative examples of types of policies and programs in each area below that the HOPE SF planning team could focus in on during the implementation phase of the planning process.

WHAT STRATEGIES EMERGE WHEN WE APPLY THE FOUR FOUNDATIONAL ACTIONS TO THE FOLLOWING WEALTH EXTRACTORS?



WHAT STRATEGIES EMERGE WHEN WE APPLY THE FOUR FOUNDATIONAL ACTIONS TO THE FOLLOWING MATERIAL ASSETS?



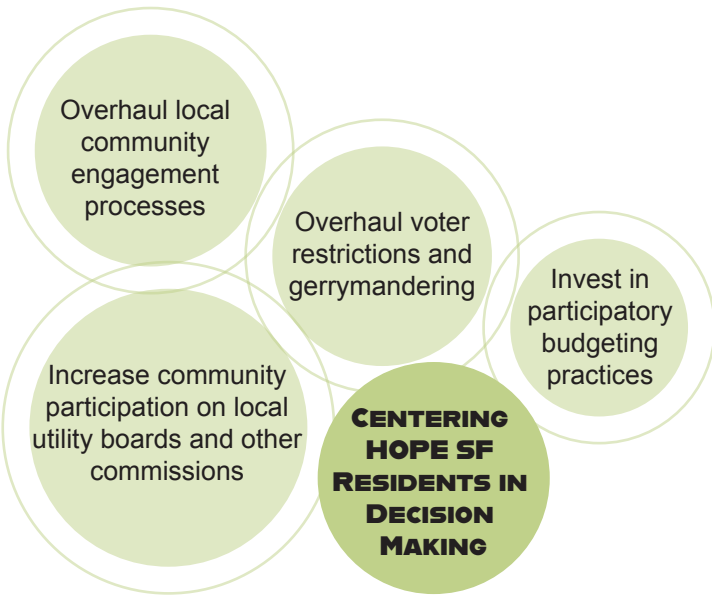
* Strategies that appear in multiple asset/extractor categories

A DEEPER LOOK: EXAMPLES OF FRAMEWORK STRATEGIES

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WHAT STRATEGIES EMERGE WHEN WE APPLY THE FOUR FOUNDATIONAL ACTIONS TO THE FOLLOWING IMMATERIAL ASSETS?

CENTERING HOPE SF RESIDENTS IN DECISION MAKING



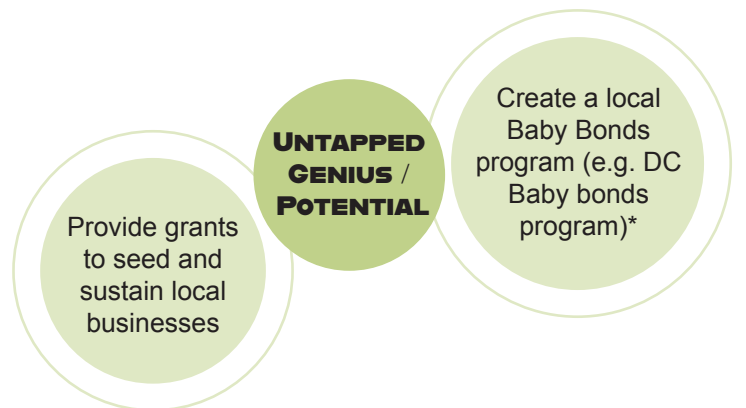
SHARED COMMUNITY PROSPERITY



WORKER PROTECTIONS



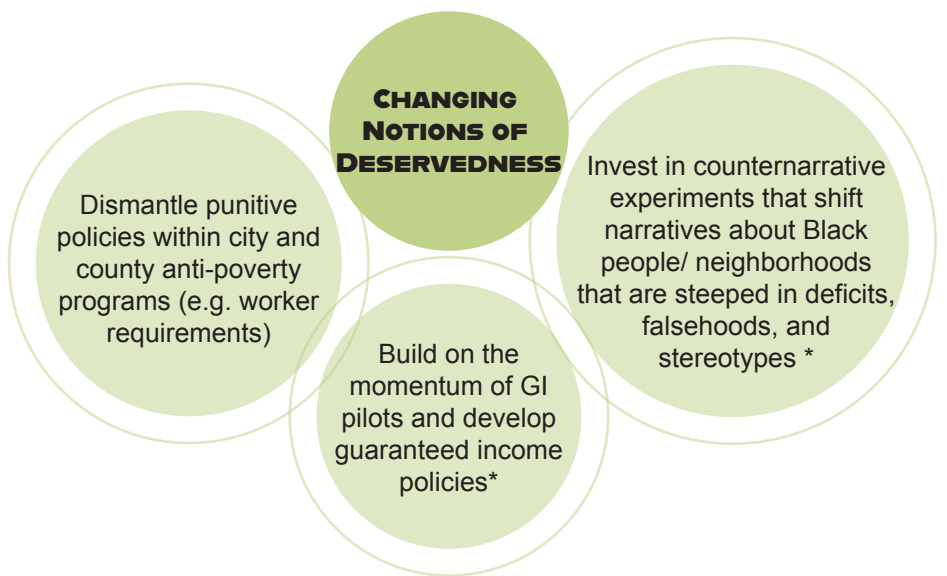
UNTAPPED GENIUS / POTENTIAL



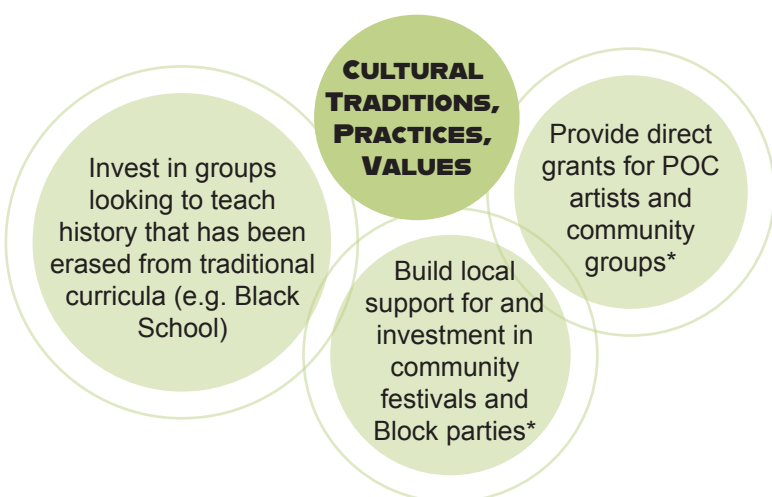
EXPANDED NOTIONS OF SAFETY AND JUSTICE



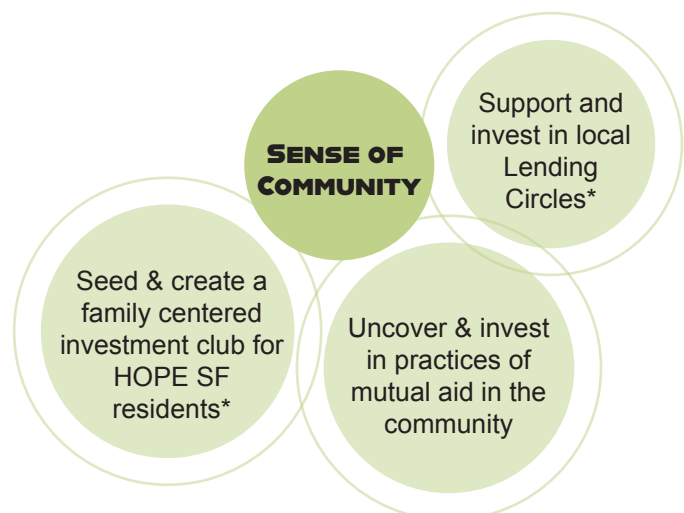
CHANGING NOTIONS OF DESERVEDNESS



CULTURAL TRADITIONS, PRACTICES, VALUES



SENSE OF COMMUNITY



* Strategies that appear in multiple asset/extractor categories