

CONSTRUCTION INDUSTRY  
WORKFORCE INITIATIVE

IMPACT

REPORT

2012 - 2019



*Potrero Power Station. Associate Capital.  
CIWI + SFPUC Project Pull Interns. June 2019.*

CONSTRUCTION  
INDUSTRY  
WORKFORCE  
INITIATIVE

CIWI Sponsors, Key Stakeholders, and Supporters.

With yet another successful year under our belt, CIWI continues to hold closely to our core mission...to provide “**Access+Exposure=Opportunities**” for lower-income, first generation college students with an interest in Construction, Real Estate Development, A&E and Civic Engagement.

Key Accomplishments and Milestones (2012-2019):

- CIWI has delivered 82 internships,
- 100 percent of the internship positions have been secured by students of color, first-generation college students.
- CIWI has designed and implemented several innovative initiatives, including:
  - **Innovative Partnership with SF PUC.** Four years of collaboration with the PUC’s *PLG* and *Project Pull* key stakeholders.
  - **Site Tours.** Thanks to our many sponsors and key stakeholders, there has been no shortage of amazing site tours.
  - **Community Development and Affordable Housing.** CIWI has been successful in placing interns with affordable housing developers (including TNDC, BHC, Mercy, and TCDC). As well, CIWI has developed a unique and collaborative partnership with YCD, to maximize opportunities for D10 young adults.

As in past years, the L+SIP program benefited from several amazing firms and individuals, including: Associate Capital, PUC’s Project Pull Interns, Urban Fabrick, 181 Fremont/Jay Paul Co., and several CCSF On-Site Water Reuse Program experts including representatives from SFPUC, SFDPH-EH, SFDBI, and SFPW.

We are actively seeking Sponsors/Financial Partners for CIWI 2020. If you would like to learn more about the program, please contact Monica Wilson at [monica.wilson.ciwi@gmail.com](mailto:monica.wilson.ciwi@gmail.com) or (415) 748-2301.

Thank you.

Chuck Palley  
Cahill Contractors  
CIWI Co-Founder

Monica Wilson  
CIWI Program Director  
CIWI Co-Founder

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*Construction Industry Workforce Initiative, based in the Bayview, is a program of Community Initiatives.*

CONSTRUCTION INDUSTRY WORKFORCE INITIATIVE (CIWI) • IMPACT REPORT • 2012-2019

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# 2019 SPONSOR TEAM

## Sponsor Team

The CIWI 2019 program included the following sponsors and funders:



Tabernacle Community Development Corporation



WILLIAM J WORTHEN  
FOUNDATION



John R. Cahill Fund

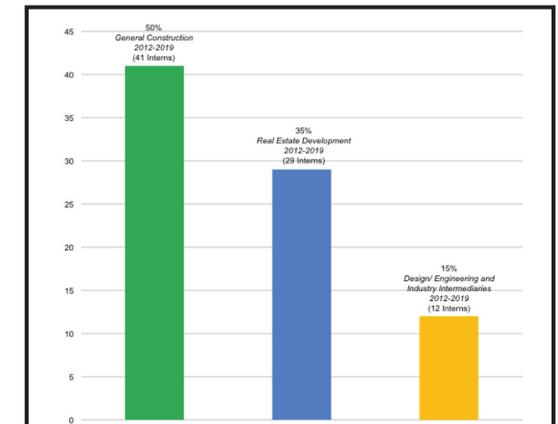
Rob and Emily Rich



Services of the San Francisco Public Utilities Commission

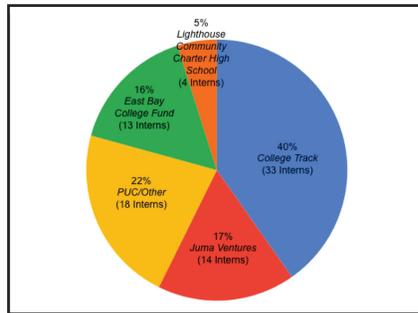


Internships: By Discipline/Scope, 2012-2019



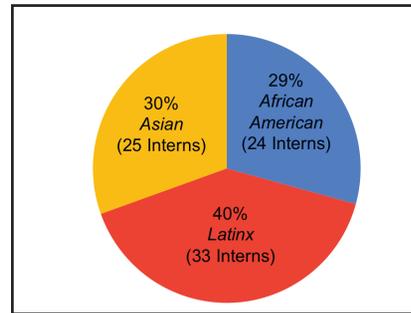
# CIWI INTERNS: BY THE NUMBERS

In partnership with our community based partners, CIWI has created targeted and grass-roots outreach programs to maximize our engagement with a diverse group of young adults. As well, CIWI has developed its annual program to achieve realistic and sustainable growth.



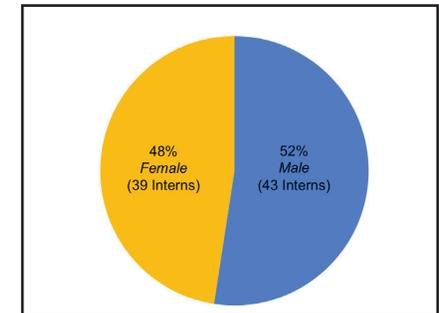
**Community Based Partners**

CIWI has established strong partnerships with several grass-roots partners including: College Track, East Bay College Fund, Juma Ventures, Lighthouse Community Charter HS, and CCSF (Ocean Ave.).



**Ethnicity**

Since 2012, CIWI has achieved strong diversity. We have created specific outreach strategies to maximize our efforts in San Francisco and in Oakland. 100 percent of our 82 internship positions have been secured by students of color.



**Gender**

Working closely with our key CBO partners, CIWI continues to work toward gender equity in our placements, with 39 internships secured by young women and 43 internships secured by young men.

# PROGRAM OVERVIEW AND COMPONENTS

## Program Components

CIWI developed its program to include the following core components and strategies:

Component	Strategy
Program Schedule	12 week program (June 2019 through August 2019)
Primary Market Area	CIWI operates in two Bay Area markets: <ol style="list-style-type: none"> <li>1. <b>San Francisco.</b> Emphasis on District 9 and District 10 and,</li> <li>2. <b>Oakland.</b> Emphasis on West/District 3, Central and East Oakland.</li> </ol>
Outreach	Extensive grass-roots outreach with community-based educational programs, local schools, including <ol style="list-style-type: none"> <li>1. College Track</li> <li>2. Juma Ventures</li> <li>3. City College of San Francisco</li> <li>4. Oakland Promise/East Bay College Fund</li> <li>5. Lighthouse Charter School</li> <li>6. Young Community Developers (YCD)</li> <li>7. Laney College</li> </ol>
Program Scope	<p><b>Technical Training Scope:</b> On average, trainee positions will deliver 240 hours, or 20 hours per week for the 12-week period, of targeted technical training, including:</p> <ul style="list-style-type: none"> <li>• Assist in Project Management/Document Control/CM</li> <li>• Attend weekly design team coordination meetings, with Architect, Engineers, and other consultants</li> <li>• Participate in Project Site Visits and Inspections</li> <li>• Conduct Project Due Diligence/Research</li> <li>• Secure Specialized Software Exposure: Civil Design (AutoCAD), and Excel (financial modeling)</li> </ul> <p><b>Civic Engagement/Leadership Development Scope:</b> A series of civic engagement events with key industry stakeholders, averaging 30 hours of community and economic development exposure over the 12-week period. 2019 program events included:</p> <ul style="list-style-type: none"> <li>• <b>SFPUC/LEED+Sustainable Infrastructure Program (L+SIP).</b> In partnership with SFPUC, CIWI developed L+SIP to provide our interns with a solid understanding of the following:           <ul style="list-style-type: none"> <li>• Project Specific LEED Training + Sustainability Analysis + Project Due Diligence</li> </ul> </li> </ul>

# CIVIC ENGAGEMENT PROGRAM: PARTNERS + INITIATIVES



Since 2016, CIWI has designed and implemented our innovative Civic Engagement program in partnership with the San Francisco Public Utilities Commission (SF PUC). As well, CIWI is a community-based program that has secured four years of funding through the PUC's Project Learning Grant (PLG) program.

With PUC funding, CIWI created its LEED+Sustainable Infrastructure Program (L+SIP), an innovative program that focuses on project-based learning model to provide greater awareness, access and exposure to the Environmental/Sustainability world.

Without a doubt, L+SIP has partnered with several firms and other key stakeholders that are industry leaders to understand best practices/industry trends regarding sustainability, LEED and related programs, new technology, and local Bay Area developments that are on the cutting edge of incorporating new best practices to solve building, environment, and community needs.

## 2019 L+SIP Milestones:

- Delivered Project Specific LEED training;
- Participated in six workshops targeted to Sustainability and Infrastructure Systems; and
- Conducted three (3) site tours, including Potrero Power Station, 525 Golden Gate Ave. (PUC Hdqts), and 181 Fremont.

**CIVIC ENGAGEMENT PROGRAM 2019**  
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)  
**ASSOCIATE CAPITAL**

Please join us at the Potrero Power Plant this Friday at 5pm—a truly unique San Francisco site with a rich history and an extensive redevelopment plan for the former 21-acre site. Located in San Francisco's central waterfront, the plan includes 1800 residential units with a mix of parks, office space, and research and development buildings. The reuse will also convert an existing four-story concrete building into a boutique hotel.

This summer, CIWI is thrilled to partner with SFPUC's Project Learning Grant program and the PUC's Project Learning Grant program and team to provide funding to increase the number of young adults actively participating in a truly unique community engagement event and site.

**FRIDAY, JUNE 14th, 2019**  
3:00 PM - 5:00 PM  
**POTRERO POWER PLANT**  
420 23RD STREET  
SAN FRANCISCO, CA 94107

CAHILL ASSOCIATE CAPITAL TDCB  
Suffolk  
divis  
BKF100  
John R. Cahill Fund  
COMMUNITY DEVELOPMENT

**CIVIC ENGAGEMENT PROGRAM 2019**  
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

Please join us as we embark on a site tour of SFPUC's Sustainable Headquarters located at 525 Golden Gate Avenue. With construction completed in 2012, the LEED Platinum building includes diverse and innovative green and sustainable building features and consumes 32% less energy than similarly-sized office buildings and consumes 60% less water than similarly-sized buildings.

**THURSDAY, JULY 18th, 2019**  
1:30 PM - 3:30 PM  
**SAN FRANCISCO PUBLIC UTILITIES COMMISSION**  
525 GOLDEN GATE AVENUE  
SAN FRANCISCO, CA 94102

CAHILL ASSOCIATE CAPITAL TDCB  
Suffolk  
divis  
BKF100  
John R. Cahill Fund  
COMMUNITY DEVELOPMENT

**CIVIC ENGAGEMENT PROGRAM 2019**  
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

We are heading over to COVO to see what's new with the San Francisco's Onsite Water Reuse Program. SFPUC will share helpful design tips and offer a chance to learn from local experts and engineers about lessons learned from successful onsite water reuse projects in SF.

**TUESDAY, JUNE 25th, 2019**  
5:00 PM - 7:00 PM  
**COVO**  
981 MISSION STREET  
SAN FRANCISCO, CA 94103

CAHILL ASSOCIATE CAPITAL TDCB  
Suffolk  
divis  
BKF100  
John R. Cahill Fund  
COMMUNITY DEVELOPMENT

**CIVIC ENGAGEMENT PROGRAM 2019**  
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

We are heading back to COVO and thrilled to be spending more time with Kyle Pickett, Co-founder & COO, URBAN FIBERIX INC. Not only will Kyle expand upon his work as a Sustainability Consultant and local innovative water reuse programs he is working on, but we also tour 181 Fremont and its onsite water reuse program. 181 Fremont is an 800-foot mixed-use skyscraper in the South of Market District of San Francisco, California. The building, including 80,000 sq ft of office space and residential uses, is located adjacent to the Transbay Transit Center.

**THURSDAY, JULY 11th, 2019**  
4:00 PM - 6:00 PM  
**COVO**  
981 MISSION STREET  
SAN FRANCISCO, CA 94103

CAHILL ASSOCIATE CAPITAL TDCB  
Suffolk  
divis  
BKF100  
John R. Cahill Fund  
COMMUNITY DEVELOPMENT

**CIVIC ENGAGEMENT PROGRAM 2019**  
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

CIWI interns are invited to participate in the PUC's second annual Futures Fair connecting local youth and young adults to a wide range of career exposure opportunities within the public and private sectors. Futures Fair will include networking session, interactive informational workshops (covering financial literacy, emotional intelligence), and a panel discussion with career professionals from across San Francisco's booming economy.

**THURSDAY, AUGUST 1st, 2019**  
8:30 AM - 1:30 PM  
**SOUTHEAST COMMUNITY CENTER**  
1800 OAKDALE AVENUE  
SAN FRANCISCO, CA 94124

CAHILL ASSOCIATE CAPITAL TDCB  
Suffolk  
divis  
BKF100  
John R. Cahill Fund  
COMMUNITY DEVELOPMENT

**CIVIC ENGAGEMENT PROGRAM 2019**  
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

**A TOUR OF RECOLOGY SAN FRANCISCO'S ARTIST IN RESIDENCE PROGRAM**  
The Artist in Residence (AIR) program at Recology San Francisco is a unique art and education program that provides Bay Area artists with access to discarded materials, a stipend, and a large studio space. By supporting artists who work with reused materials, AIR seeks to conserve natural resources and promote new ways of thinking about art and the environment.

**THURSDAY, AUGUST 8th, 2019**  
9:30 AM PICK UP  
**401 TUNNEL AVENUE**  
SAN FRANCISCO, CA 94134

CAHILL ASSOCIATE CAPITAL TDCB  
Suffolk  
divis  
BKF100  
John R. Cahill Fund  
COMMUNITY DEVELOPMENT

# CIVIC ENGAGEMENT PROGRAM: PARTNERS + INITIATIVES

## Potrero Power Station Multi-Year Partnership + Collaboration

SUMMERS 2018 and 2019

Back in 2017, who knew what started as an inquisitive trip (by CIWI's Program Director) to an early Potrero Power Station community outreach event, would lead to a fantastic two-year partnership with Associate Capital. Over this period, CIWI not only received a substantial investment from Associate Capital (which we used to underwrite interns working for non-profit housing developers) but approximately 60-70 interns (CIWI and PUC's *Project Pull*), toured the approximately 28-acre site, participate in an amazing presentation regarding the history and future of this unique site and culminated in the interns making their way to the top of the power plant for some absolutely amazing San Francisco views.

## ASSOCIATE CAPITAL



# CIVIC ENGAGEMENT PROGRAM: PARTNERS + INITIATIVES

## San Francisco's On-Site Water Reuse Program

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JUNE 25, 2019

In 2019, we had the amazing opportunity to partner with Urban Fabrick, a SF-LBE, specializing in Sustainability. Urban Fabrick connects policy, practice and design through the power of collaboration, sustainability and storytelling. Urban Fabrick created a two-part Sustainability series for CIWI. For our first event, CIWI interns attended an industry workshop, sponsored by SF PUC +Urban Fabrick and in partnership with several City and County of SF departments (DPH, DPW, and DBI) for a stellar presentation concerning San Francisco's On-Site Water Reuse Program.



**URBAN  
FABRICK**



**WILLIAM J WORTHEN  
FOUNDATION**



San Francisco  
**Water  
Power  
Sewer**



**CIVIC ENGAGEMENT PROGRAM  
2019**



**LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM  
(L+SIP)**





We are heading over to COVO to see what's new with the San Francisco's Onsite Water Reuse Program. SFPUC will share helpful design tips and offer a chance to learn from local experts and engineers about lessons learned from successful onsite water reuse projects in SF.

TUESDAY, JUNE 25th, 2019

5:00 PM - 7:00 PM

COVO  
981 MISSION STREET  
SAN FRANCISCO, CA 94103



ASSOCIATE CAPITAL



TCD



LANE PARTNERS



divis



QA



Suffolk



BKF100



John R. Cahill Fund



UCSF



SFPUC



Water Power Sewer



UCSF



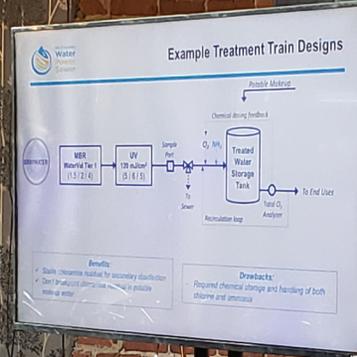
UCSF

Construction Industry Workforce Initiative, based in the Bayview, is a program of COMMUNITY COLLEGE SYSTEMS



Agency Roles			
SFPUC	SFPD-EH	SFDI	SFPW
Program Administration	Environmental Health	Construction	Right of Way and Mapping
Review onsite non-potable water supplies & demands	Issue water quality & monitoring requirements	Conduct Plumbing Plan Check and Issue Plumbing Permits	Issue Encasement Permits as needed for infrastructure in the Right-of-Way (if needed)
Administer citywide project tracking & annual potable offset achieved	Review and approve non-potable engineering report	Inspect and approve system installations	Include condition on a subdivision map or a parcel map requiring compliance with the Non-potable Ordinance prior to approval and issuance of land map (if applicable)
Provide technical support & outreach to developers	Issue permit to operate onsite systems	Review water quality reporting	
Financial incentives to developers			

**Example Treatment Train Designs**



**Benefits:**

- Daily chemical residual for secondary disinfection
- One treatment alternative that is possible in all situations

**Drawbacks:**

- Prolonged chemical storage and handling of both chlorine and ammonia



510 Townsend

Warriors/Chase

**THANK YOU!**

Email: [june.weintraub@sfdph.org](mailto:june.weintraub@sfdph.org)

Phone: 415-252-3973

POPULATION HEALTH DIVISION  
SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH

# CIVIC ENGAGEMENT PROGRAM: PARTNERS + INITIATIVES

## Sustainability/Innovative Building Features: 181 Fremont On-Site Water Reuse Program

JULY 11, 2019

For our second Sustainability event with Urban Fabrick, we toured the 181 Fremont Residences building, including its on-site water reuse system as well as one of the residential units. Both were equally beautiful and stunning. A huge thanks to Kelly Dewees (Jay Paul Co.) for making time available and sharing 181 Fremont with CIWI.



**CIVIC ENGAGEMENT PROGRAM 2019**

**LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)**

WILLIAM J WORTHEN FOUNDATION | 181 FREMONT RESIDENCES | URBAN FABRICK

We are heading back to COVO and thrilled to be spending more time with Kyle Pickett, Co-founder & COO, URBAN FABRICK Inc.

Not only will Kyle expand upon on his work as a Sustainability Consultant and local innovative water reuse programs he is working on, but we also tour 181 Fremont and its onsite water reuse program. 181 Fremont is an 803-foot mixed-use skyscraper in the South of Market District of San Francisco, California. The building, including 55 floors of office space and residential uses is located adjacent to the Transbay Transit Center.

**THURSDAY, JULY 11th, 2019**  
**4:00 PM - 6:00 PM**

**COVO**  
981 MISSION STREET  
SAN FRANCISCO, CA 94103

CAHILL | ASSOCIATE CAPITAL | TCDC

TEAM PARTNERS: URBAN FABRICK, QA, SUFFOLK, DIVIS CONSULTING INC.

BKF100 | JOHN R. CAHILL FUND | COLLEGE

Construction Industry Workforce Initiative, based in the Bayview, is a program of **COMMUNITY**



# CIVIC ENGAGEMENT PROGRAM: PARTNERS + INITIATIVES

**SPUR SF**

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JUNE 20, 2019

SPUR is an important industry leader for Bay Area professionals and soon to be professionals. CIWI is committed to ensuring that our interns are also building their personal and professional skills and networks, and a SPUR membership allows for that. Since 2016, CIWI has underwritten a one-year SPUR Young Urbanist membership for approximately 50 interns.



**CIVIC ENGAGEMENT PROGRAM**  
2019

**LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)**

CIWI interns are invited to San Francisco Bay Area Planning and Urban Research Association's (SPUR) 2019 Membership Party. The party is a great time to hone your personal and networking skills, tour SPUR's award winning building, and learn more about SPUR, including its mission and goals.

THURSDAY, JUNE 20th, 2019

5:00 PM - 7:00 PM

SPUR  
 654 MISSION STREET  
 SAN FRANCISCO, CA 94105

ASSOCIATE CAPITAL

LANE PARTNERS

divis

BKF100

QA

SUFFOLK

John R. Cahill Fund

COLLEGE FUND

Construction Industry Workforce Initiative, based in the Bay Area, is a program of  
**COMMUNITY COLLEGE**



# CIVIC ENGAGEMENT PROGRAM: PARTNERS + INITIATIVES



For the fourth summer, SF HAC presented its **Housing 101 Presentation**. So very timely. The importance of understanding the barriers, opportunities and trends within the Bay Area housing market were very clearly and concisely presented. CIWI alum and graduates will best be positioned to jump into the industry (including working at the grass roots level within their cities and neighborhoods) with a solid understanding of local, city, and regional housing needs and trends.



**CIVIC ENGAGEMENT PROGRAM 2019**  
LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)

**HOUSING ECONOMICS: 101**  
Do you wonder why the San Francisco Bay Area is so expensive? Why is the Bay Area experiencing an affordability and displacement crisis?

SFHAC will present their innovative and very timely presentation called "Bay Area Housing 101"—and will explain why these issues are so important—including some history that led us to the problems of today and the solutions that will make for a better tomorrow.

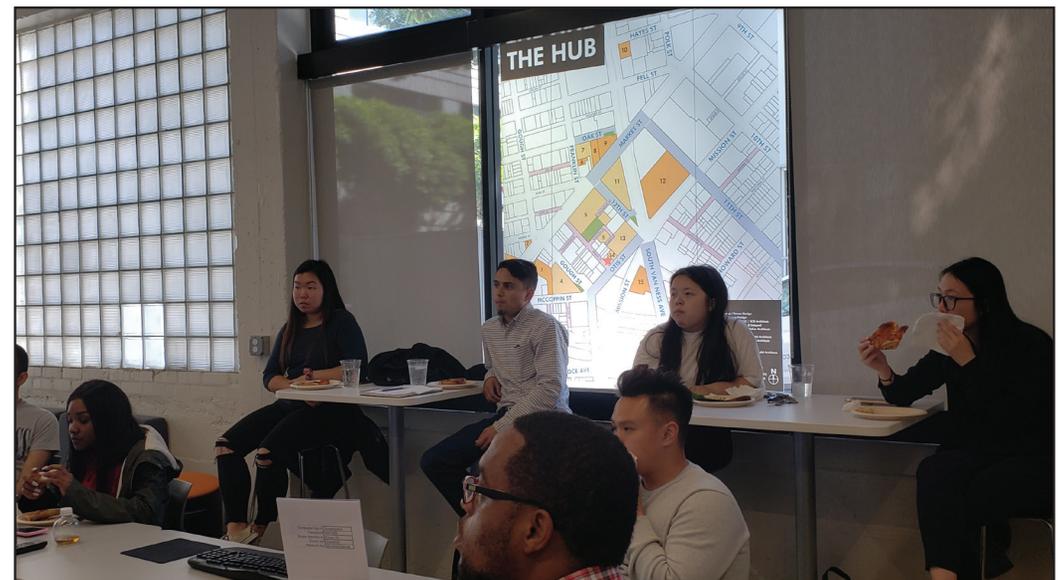
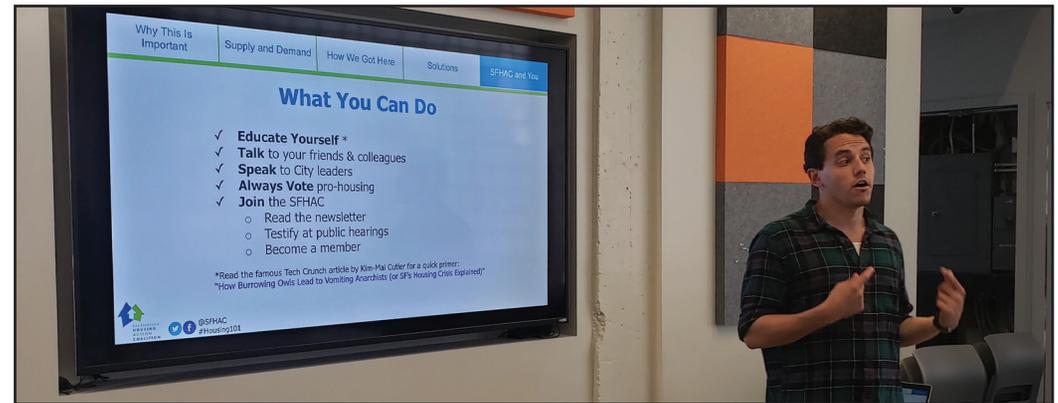
**TUESDAY, JULY 16th, 2019**  
**4:00 PM - 6:00 PM**

**SF HOUSING ACTION COALITION (SF HAC)**  
95 BRADY STREET  
SAN FRANCISCO, CA 94103

**ASSOCIATE CAPITAL**  
LANE PARTNERS

**divis CONSULTING, INC.**  
**John R. Cahill Fund**

Construction Industry Workforce Initiative, based in the Bay Area, is a program of **COMMUNITY COLLEGE SYSTEM**



# CIVIC ENGAGEMENT PROGRAM: PARTNERS + INITIATIVES

## Recycle/Reuse/Recreate Recology + its Artist In Residency Program

AUGUST 8, 2019

After hearing for years about Recology's innovative facility and on-site program, CIWI partnered with Recology and toured the local D10 facility. Site speakers shared so much about this state-of-the-art facility---how refuse/recyclable are collected, cleaned and/or processed. As well, we were also able to tour and meet local artists participating in Recology's *Artist in Residency Program*. A hidden gem of a tour and a very important part of maximizing sustainability.



CIWI	<b>CIVIC ENGAGEMENT PROGRAM</b> 2019	Water Energy Green
<b>LEED+SUSTAINABLE INFRASTRUCTURE PROGRAM (L+SIP)</b>		
 WASTE ZERO		
<b>A TOUR OF RECOLOGY SAN FRANCISCO'S ARTIST IN RESIDENCE PROGRAM</b> The Artist In Residence (AIR) program at Recology San Francisco is a unique art and education program that provides Bay Area artists with access to discarded materials, a stipend, and a large studio space. By supporting artists who work with reused materials, AIR seeks to conserve natural resources and promote new ways of thinking about art and the environment.		
<b>THURSDAY, AUGUST 8th, 2019</b> <b>9:30 AM PICK UP</b> <b>401 TUNNEL AVENUE</b> <b>SAN FRANCISCO, CA 94134</b>		
CAHILL	ASSOCIATE CAPITAL	TCDC
LEARN PARTNERS	Suffolk	divis CONSULTING, INC.
BKF100	QA	John R. Cahill Fund
COLLEGE	COLLEGE	COLLEGE





# 2019 CIWI FAMILY TREE



ANIYAH  
CARSON



GUSTAVO  
ALVAREZ



TOMAS  
GUTERREZ



VICTORIA  
LI



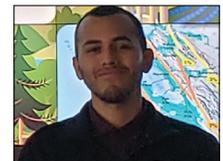
LAURA  
BARBOSA



CALLIE  
CHEUNG



WESLEY  
WONG



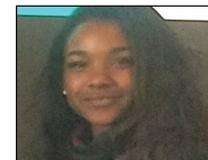
GEORGE  
RODRIGUEZ



DARIUS  
GRAYS



ANH  
TANG



ANIYAH  
CARSON

# PROGRAM IMPACT

## (Community Benefits Analysis)

The following chart provides an overview of CIWI's accomplishments and deliverables, 2012-2019.

CIWI Program	Accomplishment/Deliverable
<b>Demographic Overview</b>	
Number of Trainee Positions	82
Gender	Female: 39 Interns (48%) Male: 43 Interns (52%)
Ethnicity	<b>100 Percent: Students of Color</b> African American: 24 Interns (29%) Latino: 33 Interns (40%) Asian/Pacific Islander: 25 Interns (30%)
<b>Sponsors and Key Partners</b>	
Internship Type by Participating Sponsors	General Construction: 41 Internships (50%) Real Estate Development: 29 Internships (35%) Architecture & Engineering: 12 Internships (15%)
Public Sector / Industry / Trade Partners	SFPUC, SFHAC, SPUR
Community-Based Education Partners	Community-Based Educational Partners: East Bay College Fund, College Track, Juma Ventures
<b>Economic Impacts: Internship Component</b>	
Total Program Hours Worked by Interns (2012-2019)	22,140 (approx.) Internship Component: 19,680 (89%) Civic Engagement Component: 2,460 Hours (11%)
Total Earned Income	\$410,000 (approx.) Internship Component: \$374,000 (89%) Civic Engagement Component: \$47,000 (11%)

# 2019 CIWI Team (Sponsors, Funders, CBO'S and Industry Partners)

## SPONSORS + PARTNERS



# 2019 CIWI Team

(Sponsors, Funders, CBO Partners, and Project Management Team)

## COMMUNITY-BASED EDUCATIONAL PARTNERS



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## INDUSTRY AND PUBLIC SECTOR PARTNERS



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## PROJECT MANAGEMENT / BRANDING + COLLATERAL TEAM



# SPECIAL THANKS

## L+SIP/GUEST SPEAKERS

**181 Fremont: Onsite Water Reuse Program**  
Kyle Pickett, Kelly Dewees

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**Potrero Power Station Tour**  
Enrique Landa, Matthew Kochman

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# ASSOCIATE CAPITAL

**Housing Economics 101**  
Corey Smith, Nico Nagle

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**San Francisco On Site Water Reuse Program**

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San Francisco  
Department of Public Health



Services of the San Francisco  
Public Utilities Commission





CONSTRUCTION INDUSTRY  
WORKFORCE INITIATIVE

**ACCESS • EXPOSURE • OPPORTUNITIES**

Construction Industry Workforce Initiative is a program of  
Community Initiatives



[www.ciwi-bayarea.org](http://www.ciwi-bayarea.org)