BUILDING A MORE EQUITABLE SEATTLE
"We continue to play the vital role of providing safety-net services ... At the same time, we are capitalizing on our deep knowledge of the community to speak truth to power and effect systemic change."

EQUITY FOR ALL

Today we find ourselves in a rapidly changing Seattle. The city’s economic growth and renewal represent opportunity for some but also usher in loss, as gentrification displaces long-time residents. Our organization, now known as Byrd Barr Place in honor of the trailblazing civil-rights advocate Roberta Byrd Barr, continues to provide lifeline services and to foster a sense of connection for residents who have been displaced.

As our program coordinator Cid Romero puts it so well: “Change comes and always will” (see page 10). Yet we are not merely passive spectators to that change; we respond, adapt, pivot and, moreover, advocate for the change we want to see in the world.

In 2017, our board and leadership articulated the organization’s theory of change, positioning us to build a more equitable Seattle. We affirmed our focus on helping people to stay and thrive in the Central District, on helping residents across the city move from poverty to self-sufficiency, and on highlighting the inequities experienced by black Washingtonians. That year, we also created a three-year strategic plan, which will guide the organization’s efforts through the end of 2019.

As this report demonstrates, we continue to play the vital role of providing safety-net services—food, shelter, warmth, and financial tools—to the most vulnerable among us. At the same time, we are capitalizing on our deep knowledge of the community to speak truth to power and effect systemic change.

In the past two years, we have modified our food bank and energy assistance programs in response to the changing needs of clients. We tackled gentrification and displacement head-on through the inclusive redevelopment of the historic Liberty Bank Building. We worked with partner organizations to release a groundbreaking report on African American economic security in King County, spurring public dialogue and creating new opportunities for community-driven policy solutions. And we worked to diversify our funding and to ensure the long-term sustainability of the organization.

Unifying our efforts is the drive to confront challenges to equity both immediate and generational, both for individual clients and in the system itself—ensuring that those in need today don’t fall through the cracks even as we advocate for a more equitable future for all.

The vision that guides us is of a strong and vibrant community, where all people have access to the basic human needs and opportunities that support their health, well-being, and prosperity and that enable them to attain their full potential. In short, equity for all.

As we look to the future, we are encouraged by the momentum that propels us forward. We invite you to join us in building a more equitable Seattle.

ANDREA CAUPAIN SANDERSON
CEO
KEVIN DAWSON JR.
BOARD PRESIDENT

MISSION

Byrd Barr Place nurtures a more equitable Seattle through programs and advocacy that enable people to live healthier, prosperous lives.

Our programs help Seattle residents with basic human services—a warm home, food on the table, and immediate financial relief—so they can break the cycle of poverty and build self-sufficiency.
In early 2017, our board and management team sat down to plan our work for the next three years, drafting a strategy that will continue to guide our organization through the end of 2019.

**SETTING COURSE**

We set out to:

**BUILD COMMUNITY**
by helping to create more accessible housing and home ownership in Seattle’s Central District

Page 4

**PROVIDE A SAFETY NET**
to Seattle's most vulnerable residents, by improving distribution of energy assistance and providing culturally appropriate healthy food to those in need

Page 8

**ADVOCATE FOR EQUITY**
by building awareness of the issues and inequities facing black Washingtonians

Page 12

**STRENGTHEN OUR ORGANIZATION**
to enable long-term sustainability

Page 14

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**OUR THEORY OF CHANGE**

BYRD BARR PLACE PROMOTES EQUITY FOR ALL THROUGH THREE INTERRELATED EFFORTS.

- **Help people in the Central District**
  - by staying and thriving

- **Support Seattle residents**
  - as they move from poverty to self-sufficiency

- **Help black Washingtonians**
  - attain intergenerational well-being

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**CENTRAL DISTRICT**

**SEATTLE**

**WASHINGTON**

- Creating affordable housing
  - Bringing the community together to advocate for its needs

- Providing basic safety-net services
  - Raising awareness of the effects of racism and inequity

- Advocating for solutions
/*If there is a Chinatown in every major metropolitan city in this country, we can also have a black business district.*/

VOICES RISING PARTICIPANT (SEE PAGE 12)

BUILD COMMUNITY

For decades, Seattle's Central District has been the heart of the African American community in King County. But over the past decade, rising prices and gentrification have forced out many long-time residents, and minority-owned businesses have been shuttered.

Combatting this displacement and sense of loss is a core objective of Byrd Barr Place. As an anchor community partner in developing affordable housing and supporting minority businesses in the Central District, we work with other organizations to build a future in which African Americans and low-income residents can stay and thrive in the city center.

Over the past two years, we have joined forces with complementary partner organizations to amplify our impact:

- Fostering and supporting independent and small businesses in the Central District
- Ensuring that new development adds to community character and meets local needs
- Working to bring capacity-building services to organizations by and for communities of color
- Supporting the creation of land trusts geared toward people of color in order to preserve affordable housing, mitigate gentrification, and build community wealth

The new Liberty Bank Building (see page 7) is one tangible example of this work, a landmark development that has already been hailed as a living marker of community history and resilience in the Central District.

- 42% of our clients are black, despite the gentrification and displacement that are pushing blacks out of Seattle

18.7% Seattle's population increase from 2010 to 2017, making it the fastest growing of the nation's 50 largest cities
THE LEGACY OF ROBERTA BYRD BARR

In 2018, our organization became Byrd Barr Place, named in honor of Seattle civil rights leader Roberta Byrd Barr. Throughout her life, the pioneering educator and journalist—and one-time writer for this organization—promoted dialogue between Seattle’s often fractured communities.

From 1965 to 1972, she moderated the weekly television program Face to Face, which cultivated forthright discussion of timely and controversial topics including desegregation, feminism, and welfare. As Byrd Barr Place, we continue that dialogue, engaging with clients, peer organizations, government representatives, and the public at large in order to best provide for and advocate for the needs of our community.

By taking this new name steeped in history, we reaffirm our commitment to the values that have always defined us: compassion, equity, resilience, and unity. We honor the legacy of Roberta Byrd Barr by continuing to challenge intolerance and injustices as we work to build a more equitable Seattle.

In 2017, Byrd Barr Place and three other long-standing community organizations—Africatown, Black Community Impact Alliance, and Capitol Hill Housing—broke ground on the new Liberty Bank Building, redeveloped on the site of the first minority-owned bank west of the Mississippi.

Founded in May 1968, Liberty Bank represented a community response to redlining and disinvestment in Central Seattle. Today, the redevelopment project sets a new standard for community-led investment and reaffirms the heritage, legacy, and future of the black community in the Central District.

The new building includes 115 affordable studio and one- and two-bedroom apartments, as well as affordable ground-level retail spaces for local minority-owned businesses. The project prioritized local and minority hiring during construction and secures long-term African-American ownership of the building.

The architecture, as well as installations of art and historic documents, preserves the story of Liberty Bank and of the black experience in Seattle.
In 2018, Byrd Barr Place provided more than 52,000 bags of food to Seattle residents.
“Time and time again, I witness proof that Byrd Barr Place is greater than the sum of its parts.”

CID ROMERO

“Thoughts come and always will,” says Cid. But Byrd Barr Place is “a source of light and sustenance, both figuratively and literally,” for Central Seattle. And, he says, “light and sustenance will forever be valuable to the community.”

“I wanted to volunteer, because my experience here was so positive, and I wanted to give back.”

JACQUELINE VICENT

When sixty-year-old Jacqueline Vicent first needed help from Byrd Barr Place about ten years ago, she almost didn’t get it. Her electricity bills were high, and her power was in danger of being shut off. “I was panicking,” she says. “I took the bus up here, but I got here just after they closed, and it was raining outside, and I was about to break down in tears.” Then Chief Operations Officer Leon Garnett came to the door. “[He] let me in, and took my paperwork, and helped me. And I’m so grateful to him.”

Jacqueline, who has lived in Seattle for some 25 years, also made use of the food bank. Since then, her circumstances have fluctuated: one year, health issues and the drive to finish her doctorate took her to Wisconsin to live with family. When Jacqueline returned to Seattle, she says she wanted to come back to the food bank, but not just for the help: “I wanted to volunteer, because my experience here was so positive, and I wanted to give back.” Now Jacqueline can regularly be found giving back. “I give a little positive, they give it back. It feels good to be here, not only with the clients but the people who work here. We’re like a family.”

“When Johnson was president, we had a war on poverty. Now we have a war on the poor.”

MAUREEN JOHNSTON

Maureen Johnston doesn’t mince words. For the donor and volunteer, Byrd Barr Place is important “because of what’s going on now. Especially now.” Back when the organization was founded, things were different: “When Johnson was president, we had a war on poverty. Now we have a war on the poor.”

Maureen knows what it’s like to be in their shoes: When she was a young single mother in the 1970s, she was struggling, with no support from her ex-husband or parents. She felt stigmatized; when she applied for welfare, “it was humiliating,” she says. “When Johnson was president, we had a war on poverty. Now we have a war on the poor.”

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Maureen’s hope is that we get back to caring about other people and address the issues of poverty and homelessness in our communities. “We can’t just keep sweeping it under the rug,” she says. What we need is more compassion, she says. That—and dedication—are what she admires most in staff and the other volunteers. Byrd Barr “is a place where you just don’t come for food,” she says. “You can come for counseling, rental assistance, energy assistance, and ... you can just talk to people.”

Caring for others is what sets Byrd Barr Place apart: “That’s what every organization should be like,” she says. “This place is the star.”

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The seventy-one-year-old began volunteering in 2012, registering clients to vote—encouraging them to exercise their civil rights. But mostly, she says, “I just try to listen to them and see how they’re doing. And over the years I’ve gotten to know a lot of people, and they’ve become like old friends.”

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Since our founding in 1964, Byrd Barr Place has distinguished itself as a leader in advancing equity for people of color. Today we continue to raise awareness of the effects of racism and inequity on the black community and to advocate for solutions that will create a more equitable future for all Washingtonians.

As an important part of these efforts, Byrd Barr Place leads the Seattle Community of Practice, a collaboration of community organizations working to address specific challenges and opportunities for African Americans, including access to and quality of education, housing, jobs, and health care. In 2015, we released our first report, Creating an Equitable Future in Washington State, focused on economic, political, and social barriers to progress. In 2017, we delved deeper into the economic security issues explored in the first report, releasing Voices Rising: African American Economic Security in King County (see text at right).

To address the challenges identified in these reports, Byrd Barr Place and the Seattle Community of Practice are working with community members and partners to:

- Identify innovative social service models across the country and apply best practices to our own services
- Engage the community in developing a unified African American agenda to realize our collective goals
- Support the creation of a land trust as a legal tool to combat gentrification and the loss of place for African Americans in Seattle and King County

Voices Rising is the second in a series of reports created by Byrd Barr Place and the Seattle Community of Practice intended to encourage public dialogue and contribute to community-driven policy solutions. Published in 2017, it combines statistical analysis with personal reflections to present a powerful picture of the systemic and individual barriers to economic security for African Americans in King County. The report examines themes of racism and inequity that conspire to limit opportunities, including implicit bias, the legacy of slavery, gentrification, and unequal access to education. It recommends better coordination to allow the African American community to realize its full impact in bringing about intergenerational well-being for black Washingtonians.

2245

The year black families will amass the same wealth as white families today if average wealth continues to grow at the same pace as over the past three decades.
STRENGTHEN OUR ORGANIZATION

Over the past two years, we have continued on the path to long-term sustainability. We worked to further diversify our funding, began putting infrastructure in place to help us build our cash reserves, and completed a successful rebranding as Byrd Barr Place.

We continued efforts to secure ownership of our historic building, which has been home to the organization for more than 40 years, to raise funds to bring the 1909 firehouse into compliance with the Americans with Disabilities Act, and to enable renovations for seismic retrofitting. We successfully petitioned to be added to the Rise Together Capital Campaign, which helps raise support to create affordable homes and commercial spaces and to renovate facilities such as ours for organizations in Capitol Hill, the Central District, and White Center. The campaign is a model for effective resource sharing and nonprofit collaboration.

DIVERSIFYING OUR FUNDING
Byrd Barr Place continues to diversify our income sources and increasingly relies on private support. In 2018 we instituted a fiscal sustainability committee to focus on the development of creative funding strategies.

HOW YOU CAN HELP

DONATE
Donate at our website or contact us to discuss a personalized giving plan.

CONTRIBUTE IN-KIND DONATIONS
We gratefully accept nonperishable food, baby items, and toiletries for our food bank clients, as well as much-needed essentials that can be purchased from our Amazon Wish List.

SHOP FOR GOOD
AmazonSmile When you shop online at smile.amazon.com and select us as your charity of choice, AmazonSmile Foundation donates 0.5% of the purchase price of eligible products.
Fred Meyer Each quarter, Fred Meyer makes a donation to Byrd Barr Place based on the cumulative spending of customers linked to us through the Fred Meyer Community Rewards Program.

Central Co-op Round up your bill to the nearest dollar, and your change helps us purchase fresh dairy and produce for our food bank.

VOLUNTEER
Volunteers are a vital part of our efforts. We provide many opportunities to contribute in meaningful and gratifying ways suited to volunteers’ skills, experience, and availability.
Byrd Barr Place extends special thanks to the following supporters committed to diversity, equity, and inclusion.

DONORS

SEATTLE FOUNDATION
Seattle Foundation strengthens the health and vitality of our community by connecting generous people with well-informed philanthropic strategies. Seattle Foundation commits to creating a positive and inclusive community where all have equitable access to fundamental human rights and the benefits of a healthy community. The foundation has provided general operating funds and supported Byrd Barr Place’s health research, leadership development, and community engagement in the Central District.

NORTHWEST AREA FOUNDATION
The mission of the Northwest Area Foundation is to support efforts by the people, organizations, and communities of our eight-state region to reduce poverty and achieve sustainable prosperity. The foundation funded Byrd Barr Place’s work to redesign and relaunch its financial education curriculum and to develop a community engagement model that provides practical support for African Americans in Seattle and King County.

W. K. KELLOGG FOUNDATION
The W. K. Kellogg Foundation supports children, families, and communities as they strengthen and create conditions that propel vulnerable children to success as individuals and as contributors to the larger community and society. The foundation funded a collaborative project providing capacity-building and strategic-planning opportunities to African-American led organizations, ultimately leading to new asset-building programs and services for black families in Seattle and King County.

2018 DONORS
Alaska US
American Family Insurance
Beni-Hassen Temple No. 64
Capital One
Delta Global Grant
Elizabeth Lynn Foundation
Fairway Independent Mortgage
Local Initiative Support Corp.
Starion Foundation
Microssen Lake Foundation
Medina Foundation
Northco Foundation
Northwest Area Foundation
Progress Latino Progreso Alliance
Pacific Hospital PDA
Puget Sound Energy
Seattle Foundation
Tukwila Tribes
United Way of King County
US Bank
Wells Fargo Foundation
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FINANCIALS

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61% of 2018 donors increased their giving over the previous year.