



# Community + Human Development

47<sup>th</sup> Year Federal Entitlement  
Annual Action Plan Funding Recommendations



100%

EMPLOYEE SURVEY PARTICIPATION

11

INTERNAL PROMOTIONS

“A once fragmented department with the absence of passionate and strategic leadership has been transformed into a team of individuals each bringing to the table *fresh ideas to achieve excellence and make a true impact* on the persons we serve: the great citizens of our City!”

**Rebecca Rodriguez, DCHD**

# People Focused

## Implemented Process Improvements

- Bi-Monthly Staff Feedback Work Session + Training
- Monthly Staff Development Webinars
- Supervisory Leadership Committee
- Annual Supervisory Leadership Retreat

## Opportunities for Further Improvement

- More opportunities for vertical communication
- Broader horizontal integration of programs
- More opportunities for staff professional development



**\$1.7 M**

PENALTIES AVOIDED

**16+**

YEARS OF CONCERN RECONCILED

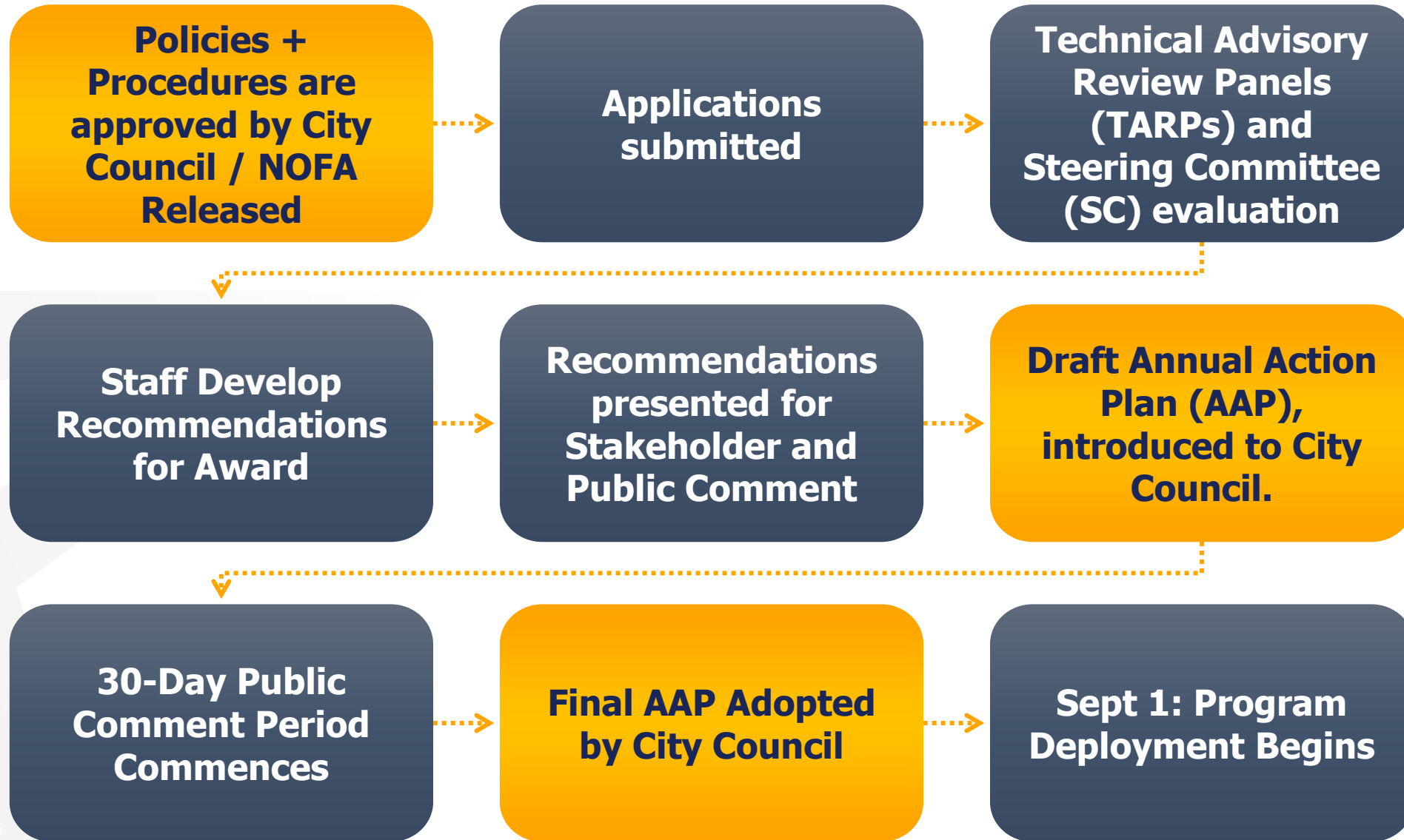
**\$1.2 M**

DISCOVERED FUNDS

## Results Oriented

- *2017 Department of Enforcement Report Close-Out*
- *Removed From "High Risk" Category for HUD Environmental Compliance*
- *Zero Audit / Monitoring Findings in the last 3 years*
- Inter-programmatic Teaming
- Inter-Departmental Collaboration
- Entitlement Policies + Procedures
- Internal Controls + Operational Processes

# Planning Process





# Federal Entitlement



**\$10.2 m** confirmed allocation

Our team is focused on supporting the most vulnerable El Pasoans in terms of **housing affordability, utility cost burden, access to food, and individual stability and opportunity** for all El Pasoans.



**CDBG**

 **Community Development Block Grant**  
**\$6,360,895**



**ESG**

**Emergency Solutions Grant**  
**\$ 544,716**



**HOPWA**

**Housing Opportunities for Persons with AIDS**  
**\$704,106**



**HOME**

**Home Investment Partnerships Program**  
**\$2,631,084**

# Community Impact

The results targeted in the Annual Action Plan exemplify careful **alignment of federal funds with multiple goals across the City Strategic Plan.**



**\$10.2 M**  
Invested in Our Community

**5,048**  
Persons Served

**23,194**  
Persons Reached

## • Goal 1

Stimulates economic growth + a sustainable community by empowering small business + individuals

**Financial Empowerment**  
**242**  
served

**Homeless + Housing Assistance**  
**1,650**  
served

## • Goals 2 + 8

Improves community health conditions + supports housing options for vulnerable populations

## • Goals 2 + 8

Reduces medical + mental health incidents and promotes improved living conditions.

**Medical + Mental Health Services**  
**1,420**  
served

## • Goals 4 + 8

Enhances facilities, parks + infrastructure that impact quality of life + stabilizes neighborhoods

**Capital Improvement**  
**23,194**  
reached

## • Goals 4 + 8

Promotes physical + mental wellness that improve quality of life + a health community

**Seniors + Persons with Disabilities**  
**408**  
served

## • Goals 4 + 8

Encourages child development + educational enrichment that leads to better opportunity

**Children + Youth Services**  
**1,328**  
served





**\$1.6M** assuring every El Pasoan has a place to call home

..... **Goals 2 + 8**

Homeless + housing programs will provide suitable housing options and a full range of support services for vulnerable populations, including families who have escaped domestic violence and persons living with AIDS, in order to promote **self-sufficiency and housing stability**.

Additionally, seniors + persons with disabilities will receive at no cost **access to safe + decent housing** through minor repairs and much-needed ADA improvements to their homes.



\*These programs are supported by CDBG, ESG and HOPWA.



**\$200K**

Invested in small business owners and persons looking for economic success + stability

**Goal 1**



**Microenterprise business owners** will receive technical assistance to **improve business skills** and **expand access to capital**.

**Underemployed and unemployed persons** will be provided through a workforce development program critical job training and skills, such as computer literacy and job readiness training, that **promotes success in the workforce**.

*Due to its model of outreach, relationship + trust-building, and cultural + language competence, the microenterprise technical assistance program has proven successful among its target population by "teaching a [person] to fish" in order to alleviate poverty, and the affects it has on families, individuals and neighborhoods throughout El Paso, through economic development.*

### **Summary from Project Vida proposal**

*Families and individuals in El Paso live in disproportionately underemployed, low-income households with significantly lower income than the state and national average. This program offers an intensive needs assessment to determine the exact scholastic and professional needs of participants in order to remove barriers for the most disadvantaged populations in our community.*

### **Summary from YWCA proposal**





**\$198K**

Invested in vulnerable populations in need of medical + mental healthcare services

**Goals 2 + 8**



**Low-income persons**, who are at-risk or diagnosed with diabetes, depression and/or anxiety will have **access to a comprehensive, community-oriented healthcare** program.

**Survivors of domestic violence** will receive have access to behavioral health treatment services that will provide tools to **gain stability**, develop coping mechanisms, heal from trauma and **break the cycle of violence**.

*Untreated diabetes becomes a debilitating, destructive and deadly disease. Treatment is frequently complicated by depression and anxiety, and families also pay high emotional and financial costs. Healthcare will improve medical results, mental + behavioral health conditions, bring additional support for improved lifestyle choices, and bring improved living requirements in housing, employment, childcare and legal issues wherever possible.*

### **Summary from Project Vida Health Center proposal**

*Being a victim of violence is widely recognized as a cause for mental health problems, including post-traumatic stress disorder, depression, anxiety, and panic attacks. Holistic therapy will assist victims and their families to cope with the trauma of domestic violence and sexual assault and to assist them in rebuilding their lives in the aftermath so they can achieve economic self-sufficiency and embrace healthy relationships.*

### **Summary from CASFV proposal**

**Children + Youth Services**  
**1,328**  
served

**\$295K** Invested in our youth through high-quality childcare and programs that help children in unique circumstances

• **Goals 4 + 8**

Research shows that providing a **high-quality early childhood education** yields significant medium- and long-term benefits for students, including being **more prepared academically** for later grades, **more likely to graduate** from high school, and **higher earners** in the workforce.

*609 children and their families will have access to high quality childcare, early childhood education, character development, and economic empowerment through educational enrichment and career awareness.*

*519 abused or neglected children who have had no other choice but to either be removed or leave their homes will have access to trained court advocates and a safe and secure living environment at an 24/7 emergency shelter through two support programs.*

*200 children in treatment for cancer and their families will have access to immediate needs assistance and comprehensive support services that address financial, social, and emotional strains.*

**Development + Enrichment**  
**609**  
served

**Children in Crisis**  
**519**  
served

**Childhood Cancer**  
**200**  
served

**Seniors +  
Persons with  
Disabilities**  
**408**  
served

**\$226K**

Invested in the basic needs of our seniors + persons with disabilities

• **Goals 4 + 8**

Seniors who receive daily meals show improvements in health and quality of life. Those who received daily meal delivery demonstrated **improved mental health**, specifically **decreases in depression and anxiety**; improved physical health; **reduced feelings of isolation and loneliness**; and less worry about being able to remain living at home

*336 seniors + persons with disabilities will have access to wellness programs that provide a balanced nutrition, self-sufficiency through money management, and physical and social activities through an exercise program.*

*67 elderly homeless will receive case management that will provide availability to a needs assessment per client, support connections and housing and care counseling.*

*5 children will receive from licensed therapists an intensive evidence-based intervention and treatment approach to bring about positive development and behavior changes.*

**Physical +  
Mental  
Wellness**  
**336**  
served

**Elderly  
Homeless**  
**67**  
served

**Child Behavior  
Analysis**  
**5**  
served

**Capital Improvement**  
**23K+**  
served

**\$3.6M** invested in quality of life

• **Goals 4 + 8**

Projects will **improve the quality of life** for low-to-moderate income individuals, including the uninsured, abused + neglected children and persons with disabilities, by providing improved access to facilities, open space + infrastructure that **promote a suitable living environment**.

The removal of architectural barriers through mobility infrastructure improvements **promotes independence + self-sufficiency** for individuals with disabilities. Access to services, such as those provided at **medical + mental health facilities, parks + open space, and community centers**, are essential to a **quality of life**.

Especially during the COVID-19 pandemic, it is important to support facilities who provide essential medical care + wellness activities to underserved populations in El Paso.







# Action Plan Summary

PUBLIC SERVICES FOR VULNERABLE POPULATIONS

**21** community partners     **4k+** persons served

**30** support programs     **17** program categories

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**\$ 2.6 million**

- Goal 1: Cultivate an environment conducive to strong, sustainable, economic development*
- Goal 2: Set the Standard for a Safe and Secure City*
- Goal 4: Enhance El Paso's quality of life through recreational, cultural + educational environments*
- Goal 8: Nurture + promote a healthy, sustainable community*







# Action Plan Summary

## Public Facilities

**5** community partners    **23K+** persons reached

**7** projects    **3** project categories

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**\$3.6 million**

*Goal 4: Enhance El Paso's quality of life through recreational, cultural + education environments*

*Goal 8: Nurture + promote a healthy, sustainable community*



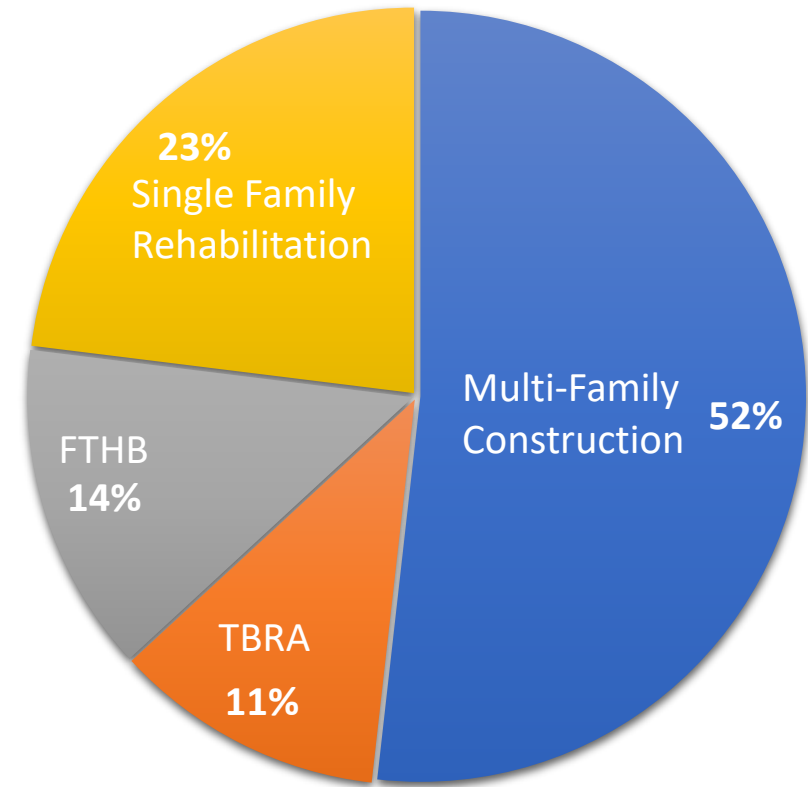


# Action Plan Summary

## HOME

HOME funds will create, or make available, **282 affordable housing units** for Low and moderate income El Pasoans through:

- Single Family Rehabilitation
- Tenant-Based Rental Assistance (TBRA)
- First Time Homebuyer (FTHB)
- Multi-Family Construction



## Total Available Funds: \$ 4,390,879

*Goal 1: Cultivate an environment conducive to strong, sustainable, economic development*

*Goal 8: Nurture + promote a healthy, sustainable community*

Homeless +  
Housing  
Assistance

282

served

\$4,390,879

Goals 2 + 8

Assuring every El Pasoan has a place to call home

*“Being on a tight fixed income, I would not have been able to afford [the repairs] and would continue to live with the insecurity of a deteriorating roof.” – Gilbert Raynaud*



First Time  
Home Buyer

15

served

Reconstruction  
+ Rehab

32

served

Multi-Family  
Development

165

served

Veterans  
TBRA

20

served

Tenant Based  
Rental  
Assistance

50

served



# Mission

Deliver exceptional services to support a high quality of life and place for our community



# Values

Integrity, **R**espect, **E**xcellence,  
**A**ccountability, **P**eople



# Vision

Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government