

the Impact Report

BakerRipley

effect

OUR MISSION

To bring resources, education, and connection to emerging neighborhoods.


WE BELIEVE

Every person should be welcomed and have equitable access to opportunities, no matter who they are, where they come from, and what zip code they live in. We also believe that it takes just one person--one action--to change the trajectory of someone's life.

A NEW VISION

2019 marked a year for profound change. Staying true to our mission and purpose, BakerRipley announced a new and bold vision that will strengthen our role and impact in the region.

**BakerRipley's vision is to
crush inequities
by maximizing the assets
of the communities where
we operate.**



Our new vision will shape the next evolution of our work. Through this lens, BakerRipley will address the inequities that prevent our neighbors from accessing or navigating a pathway to their aspirations.

Our history rooted in the Settlement House Movement, coupled with our century long experience in community engagement, and our deep understanding of the current landscape have enabled BakerRipley to effectively respond to regional challenges.

Appreciative Community Building, our approach to community engagement, has given us direct insights to the existing strengths and assets, as well as the systemic barriers and challenges that our neighbors continuously face.

Houston, we have a
problem.



Our city is at the forefront of economic, social and political trends that influence the rest of the nation. Yet, each day in our communities, we see residents struggle to gain access to the resources or education they need to move forward and others left completely behind unable to take advantage of our region's prosperity.

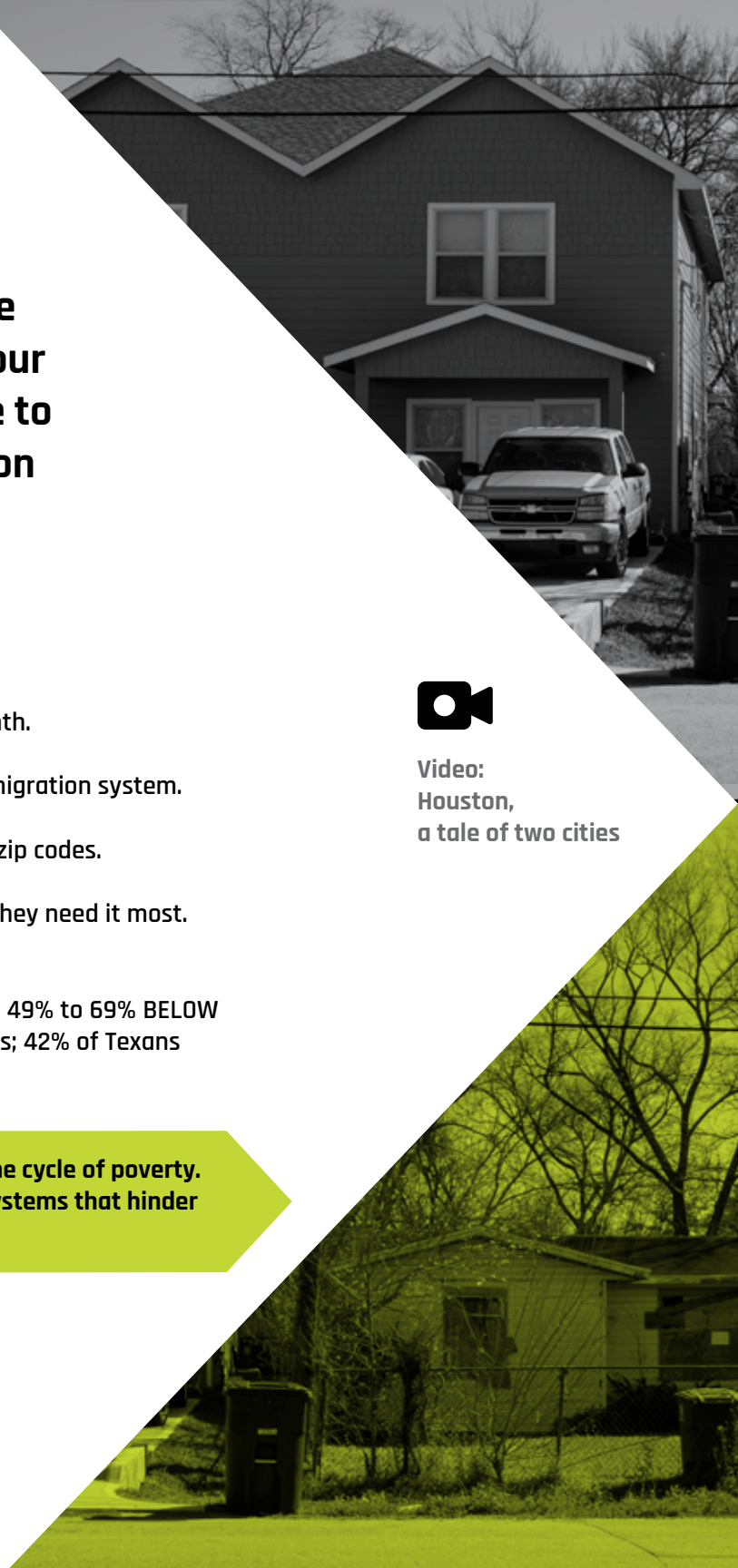
- » Working individuals cannot make ends meet each month.
- » Newly arrived neighbors remain mired in a broken immigration system.
- » The quality of a child's education varies widely across zip codes.
- » People cannot afford medical attention or care when they need it most.

Families are still struggling from Hurricane Harvey. Individuals we serve live in neighborhoods, ranging from 49% to 69% BELOW the ALICE* threshold, and have fewer economic resources; 42% of Texans struggle to make ends meet.

Thousands of aspiring neighbors simply cannot break the cycle of poverty. They are vulnerable to countless external factors and systems that hinder their upward mobility - no matter how hard they work.



**Video:
Houston,
a tale of two cities**





Our Commitment to the Region

BakerRipley is committed to creating pathways of opportunity. We unlock the potential of our neighbors and help them achieve their aspirations to earn, learn, belong and be well. For 113 years, BakerRipley has been committed to creating solutions side-by-side with community residents.

We deliver holistic community-based programs that support Socioeconomic Mobility, Community Development and Wellness, and Disaster Recovery.



Socioeconomic Mobility

Socioeconomic mobility is complex and multifaceted. Our neighbors struggle to navigate and persist through complex education and workforce systems as they try to secure better futures for their families.

In addition to transportation, housing, and food stability barriers, other contributors include:


- » Neighborhood or zip code of origin
- » Access to living wage jobs
- » Social capital
- » Education and skills

The minimum wage, \$7.25/hour

is far below the \$22/hour livable wage for the Gulf Coast Region.

In Greater Houston, 45%

of the population are considered low wage earners.



BakerRipley's goal is to create an ecosystem of programs that supports upward mobility and enables neighbors to earn a living wage no matter where they are along the spectrum.



Marcus, our neighbor, tells his story.
WATCH

Our workforce initiatives

bring awareness and connect people to living-wage careers with a focus on high demand, high growth jobs. Through our 11 Workforce Solutions Career offices, neighbors have access to coaching, training and resources.



32%

of customers
received a 20%
higher paying job



89%

of neighbors who were employed obtained
a 30% increase or higher wages after
participating in program

Adult Education

BakerRipley provides a single point of entry for neighbors of all skill levels to build a tailored educational pathway that prepares them for their long-term goals.



In 2019,
we served **1,792**

adult education participants



82%

who tested, made progress in
English and oral test scores

Our bilingual Entrepreneur Connection Program

closes the opportunity gap for lower-income entrepreneurs who often don't have access to mentorship, financial capital or educational opportunities.



Since 2014, the program has
helped more than

4,400 neighbors create or grow
their businesses

The BakerRipley Neighborhood Tax Centers,

for many families we serve, can be the first step to a
stronger financial future



In 2019, we completed over

35,000 tax returns, generating a total of \$55M in refunds for low-income
families across the region



Saved neighbors almost

\$3.8 Million in legal fees

A young girl with long dark hair, wearing a light-colored t-shirt, is smiling and holding a broom. The image is overlaid with a semi-transparent blue filter. A large white diagonal shape cuts across the top right corner. The text "Community Development and Wellness" is written in white and light blue over the blue area.

Community Development and Wellness

In Houston, we enjoy the best in healthcare technology and expertise through the Texas Medical Center, the largest medical complex in the world. Yet, we have a large population that is uninsured, and/or experiences high rates of chronic disease as well as other health disparities.

Social Determinants of Health impact
as much as 70-80%
of a person's health in comparison to
genetics or factors controlled by health
care services or medication.

Only 68.9% of Houstonians

have health insurance, compared to
the state average of 76%* and the US
average of 87.5%

Furthermore, communities encounter barriers across social, economic and environmental factors, also known as social determinants of health, that directly impact health and wellbeing. The neighborhoods we serve consistently rank highest on multiple socio-needs indices, a statistic strongly correlated with poor health outcomes- including preventable hospitalizations and premature deaths.

*SOURCE: 2019 Kinder Institute Houston Area Survey



**As a community development organization,
BakerRipley is well-positioned to improve the
quality of life of our neighbors through
Health & Wellness initiatives across
our existing programs.**

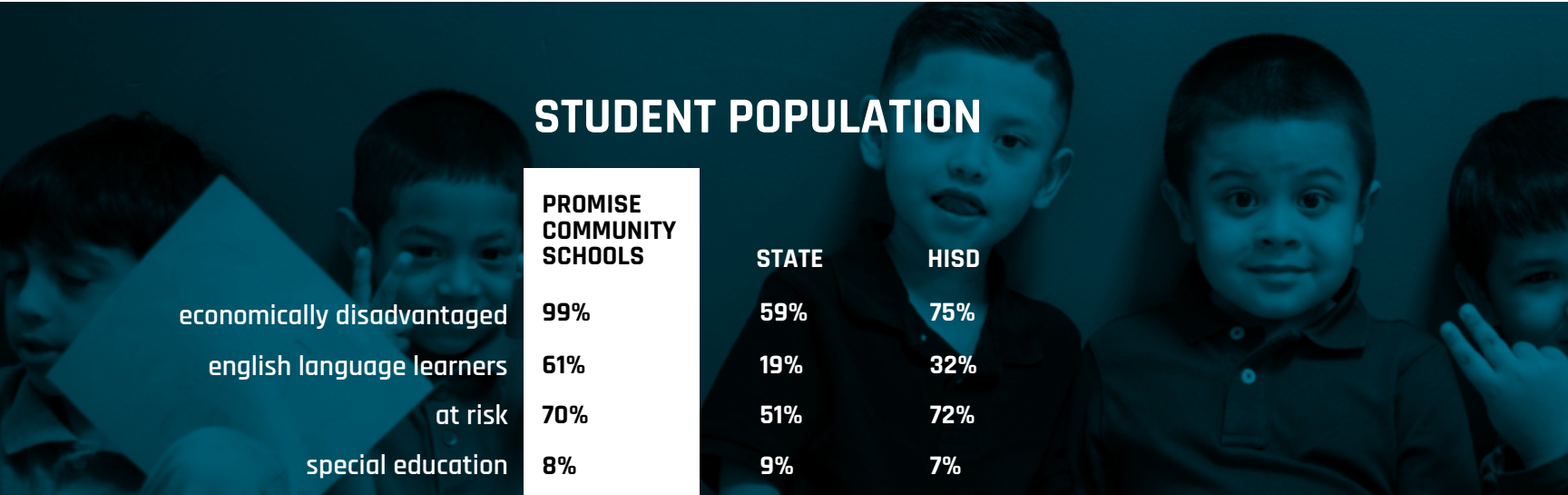
“Health and wellness is
so much more than how
a person is doing physically.
Wellness is also about someone's
emotional well-being, their mental
health, their cognitive status, and their
sense of purpose and belonging.”

**- Jane Bavineau,
Sr. Director of Health and Wellness.**

BakerRipley's Promise Community School and Early/Head Start program,

Through

we can ensure our students, who are most vulnerable, have access to quality education and strong parent engagement; two key factors in their academic success.



2018-19 School Year



The BakerRipley Dementia Day Center and senior centers

provide older adults with a place to improve their health and to engage in intellectually stimulating activities. These services are also critical in supporting the financial and emotional needs of caregivers.

In 2016, the national average cost of assisted living was

\$45,900/year

compared to \$20,800 for someone to attend our center 5 days a week at full fee.

Immigration and Citizenship Services

Many immigrants and refugees experience pre-and post-migration trauma and associated mental disorders. Traumatic experiences like family separation, discrimination, and lack of social support, may lead to dysfunctional behaviors impacting the health of our communities. BakerRipley's immigration and citizenship program works to keep families together providing deportation defense, free legal counsel, and support for refugees.

READ: James, an
immigration story



A close-up profile of a man with a beard, looking towards the left. The image is heavily stylized with a red gradient overlay and a large black triangle on the right side. The text "Disaster Recovery" is centered over the image.

Disaster Recovery

Socio-economic standing is the number one factor for determining a community's vulnerability to disaster. The level of our neighbors' social vulnerability impacts their ability to prepare for, recover from, and adapt to environmental change, pandemics, flooding, and other natural disasters. They have fewer economic resources, savings, and less economic stability to cope.

In the last five years alone,
the Houston region

has experienced 6

declared federal disaster
flooding events.



Many of our neighbors live in segregated neighborhoods that are vulnerable to flooding or exposure to pollutants. In turn, they are more likely to rent and therefore, typically face larger loss of wealth in a disaster.

Hurricane Harvey dealt a devastating blow to Carlos Tejada, but he overcame adversity thanks to various agencies collaborating to rebuild homes and lives.



READ HIS STORY

In addition, communities with large numbers of recent immigrants or persons for whom English is not their first language will be less integrated, experiencing social isolation and discrimination as well. This makes it increasingly difficult for our neighbors to navigate complex recovery and support programs. In turn, recovery relief is often not equitably distributed across low income communities. In fact, disasters only magnify the inequities that exist in our region.

BakerRipley's history and expertise in community building and disaster recovery enables us to respond to the most pressing issues that our region faces. In a state of crisis, we know that our neighbors will be disproportionately impacted and our immediate response can't wait because half a million people whom we serve depend on us.

Our Disaster Recovery program

In the two years following Hurricane Harvey:

Distributed
\$11.4 million in financial assistance to more than 4,700 households

Provided disaster case management to more than
6,300 families

Administered nearly
\$20 million in funds to successfully repair more than 900 homes

A photograph of two women, one with long dreadlocks and the other wearing a knit hat, both smiling as they pack food items into a clear plastic bag. The scene is set outdoors with trees in the background. The entire image has a warm, orange-toned overlay.

Act. Share. Donate. Get Involved!

Supporters, like you, are critical to bringing our mission to life and making the work possible. Whether it's through volunteerism, financial support, or providing innovative ideas that help us think differently about how we address the issues our region faces - every contribution counts.

It's going to take all of us to create change.
Every action counts.

Make yours count.

Leadership

2020 -2021

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the Impact Report BakerRipley effect



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United Way of Greater Houston