



**INQUILINOS
BORICUAS EN
ACCIÓN**

**LET'S
BUILD
IT**

**Annual
Report
2020**



Dear Friends,

As we begin 2021, and say goodbye to 2020, I want to let you know how grateful I am for all you who are part of our **IBA - Inquilinos Boricuas en Acción** community. Last January, none of us expected the challenges that lay ahead in 2020. Since March 17th, when we closed our public community spaces, we have fought to keep our community safe from the impacts of COVID-19. The pandemic, especially the disproportionate impact it is having on the Latinx community, has highlighted the longstanding and deep injustices within our society.

In the face of these challenges, our organization worked hard to leverage what we've built for the past 50 years – equitable housing, education, and arts programs to help our community survive this year. In the following pages, I am excited to share with you highlights from 2020 and accounts of **IBA's** perseverance, creativity, and innovation in the crucial work we did this year.

Learn how our **Preschool** reopened last summer, with new safety protocols and policies in place that have continued to keep students and families safe through

the pandemic. See how our **Youth Development Program** provided space and a platform for our community's youth to process and share how 2020 affected them, while also keeping them employed. Our **Financial Empowerment Program** helped those who were affected by job losses, hours reductions, and the financial impacts of the pandemic. Read about how our **Resident Services Program** and **Property Management Team** have worked tirelessly to keep residents in **IBA's** housing and ensure their basic needs like access to food were met throughout the pandemic. Learn how our **Arts Program** used virtual events to create community and connection despite physical distancing. And finally, see how we continue preserving affordable housing, the core of what we do, through our ongoing West Newton Rutland Project.

The pandemic was not the only challenges facing our community and country this year. The tragic killings of Ahmaud Arbery, Breonna Taylor, and George Floyd highlighted the systematic and institutionalized racism, injustice, and police brutality that impact the lives of Black and Brown community members in our city and across the country. **IBA** was born more than 50 years ago from the power of protest and community action to amplify voices and create change. We are ready to use our voices to fight back on the fundamental issues of racism and injustice in the coming year.

But **IBA** cannot do this work alone. I am grateful for the endless support of our community, partners, supporters, and donors that joined us in our work and kept our programs running. Thank you! As I look towards 2021, I remain hopeful about what will come in this year and beyond. Although the road to an equitable and just recovery from the events of 2020 will be long, I believe a brighter future lies ahead. Now more than ever before, community is the most important thing we have. Let's build it together.

With Gratitude,

Vanessa Calderón-Rosado, Ph.D.
Chief Executive Officer



2020 IMPACT

Community Power in Unprecedented Times

PRESCHOOL



46 students served

12 students graduated

- ▶ Parents' committee engaged and participated virtually
- ▶ Preschool implemented a comprehensive health and safety protocol for COVID-19

YOUTH DEVELOPMENT



44 youth served

- 94% feel comfortable working through problems and challenges
- 91% see themselves as artists and consider arts important to them
- 100% participated in Financial Coaching and/or Empowerment workshops

165 virtual workshops since March

Learning pods participation:
26 in-person | **13** virtual

RESIDENT SERVICES



1,205 residents

479 individuals received case coordination;
1,718 hours of case coordination provided

36% housing stability

32% benefit assistance

165 activities and events

- 42% Social/Recreational
- 49% Wellness
- 32% Food access

COVID-19



Phone survey conducted about resident needs and concerns

412 Individual responses

- Top three responses:
- ▶ Technology challenges
 - ▶ Financial concerns
 - ▶ Food insecurity

39 food distribution events, serving 361 residents

Two virtual COVID-19 information sessions in Spanish

2,400 views

AFFORDABLE HOUSING



667 units

60 units rehabilitated in 2020

FINANCIAL EMPOWERMENT



139 participants participated in 1:1 Financial Coaching

86 paid rent online with *RentTrack*, which encourages credit building through rent reporting

78 referrals to Financial Empowerment from other programs

ARTS



9 events (8 virtual)

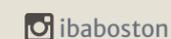
Youtube views **16,548**

Facebook views **85,100**

▶ Festival Betances: **49,400** views

▶ Tito Puente Latin Music Series 3 concerts **12,500** views

▶ End of Year Concert: **38,000** views



ibaboston.org

> AFFORDABLE HOUSING



Since its founding over 50 years ago, IBA has been dedicated to developing and preserving culturally diverse affordable housing. The organization currently owns 667 units, primarily located in the Villa Victoria (Victory Village) community in the South End of Boston.

IBA has partnered with Maloney Properties since 2005 to professionally manage its properties. Maloney ensures that housing units are physically and financially stable and in compliance with all state and federal regulations. This past year, IBA rehabilitated 60 units in its ongoing West Newton Rutland Project. Renovations include extensive exterior masonry and carpentry work, roofing repairs, installation of new interior and exterior doors, new HVAC systems, plumbing improvements, addition of a fire alarm and sprinkler system, and other unit upgrades.

COVID-19 Response

Throughout 2020, Maloney Properties and IBA worked together to minimize the impact that the pandemic had on residents of IBA's affordable housing. The team constantly recertified income changes so that rent was adjusted as residents faced job losses and hours cuts, ensuring that residents continued to have safe and affordable housing. This partnership also worked to ensure that resident's basic needs were met throughout the pandemic by delivering food to vulnerable and elderly community members, delivering PPE (personal protective equipment) to ensure that the community was safe, and increasing the cleaning of all common spaces.



IBA's Preschool Program provides a Spanish/English bilingual and multicultural environment that is nurturing, challenging, self-affirming, and fun for young children and their families.

IBA's Preschool was the first bilingual program in Massachusetts, is licensed by the MA Department of Early Education and Care (EEC), and accredited by the National Association for Education of Young Children (NAEYC).

COVID-19 Response

When IBA's Preschool closed in March, teachers found ways to connect with students and families virtually, ensuring that learning could continue at home. In July 2020, the Preschool was able to open back up with comprehensive protocols and procedures in place to keep students and families safe. Teachers, with the help of the newly created Parents Committee, held virtual events (field trips, talent shows, and holiday lunches) and launched virtual family conference meetings, ensuring that our students and families received the same high-quality education, even if things look a little different this year.

In 2020, IBA's Preschool served 46 students with 12 students graduating this past summer. Highlights of the year included becoming an official Boston Universal Pre-K classroom, a socially-distant and masked graduation, and a Preschool election to learn about voting and civic engagement.

Preschool student graduating, Summer 2020



2020 PARTNERS

- ▶ Boston Public Library – South End
- ▶ City of Boston – Universal Pre-K
- ▶ Cooking Matters
- ▶ Home for Little Wanderers
- ▶ IBA's Arts Program
- ▶ IBA's Resident Services Program
- ▶ Jumpstart
- ▶ South End Community Health Center



IBA's Youth Development Program is an employment-based, creative youth development program, which challenges high school students to think critically, excel in school, grow socially and emotionally, and improve their communities through civic engagement.

IBA's Youth Development Program relies on arts-integrated education and social justice workshops to develop 21st century leaders. Participants explore themes that include gentrification, institutional sexism/racism, toxic masculinity, and art for healing through music projects, poetry workshops, mural making and community events. By integrating the arts, community organizing, social and emotional supports, and academic preparation, IBA develops healthy and thriving youth leaders who are willing to address challenges and invest in their communities.

COVID-19 Response

IBA's Youth Development Program went virtual in March when COVID-19 was starting to take hold in Boston. The team quickly pivoted and started offering workshops, check-ins, and academic support virtually, making sure our youth felt supported and had a caring adult they could talk to about what they were experiencing. The program put together creative care packages with supplies for teens to pick up, ensuring that all the youth had the materials needed to fully participate in the program. The youth put together a moving multimedia project in the Spring called "Life As We Know It" and created yearbook collection of art and written pieces in the summer. Both projects explored their experiences in the unprecedented times they're living through.

In 2020, the program served 44 youth facilitating over 165 virtual workshops since pivoting to virtual programming in March.



- 2020 PARTNERS**
- ▶ Boston Department of Youth Employment & Engagement
 - ▶ Community Servings
 - ▶ John Hancock MLK Scholars
 - ▶ Mass Cultural Council
 - ▶ Massachusetts Department of Public Health
 - ▶ The One Love Foundation
 - ▶ WeThrive
 - ▶ WriteBoston: Teens In Print

Goodbye Privilege

Goodbye privilege it's me Isaiah.

I've noticed when I'm walking down the sidewalk, you cross the street to give me all the walking room I need.

I've noticed when I'm walking into a store, you follow me around to make sure I find what I'm looking for.

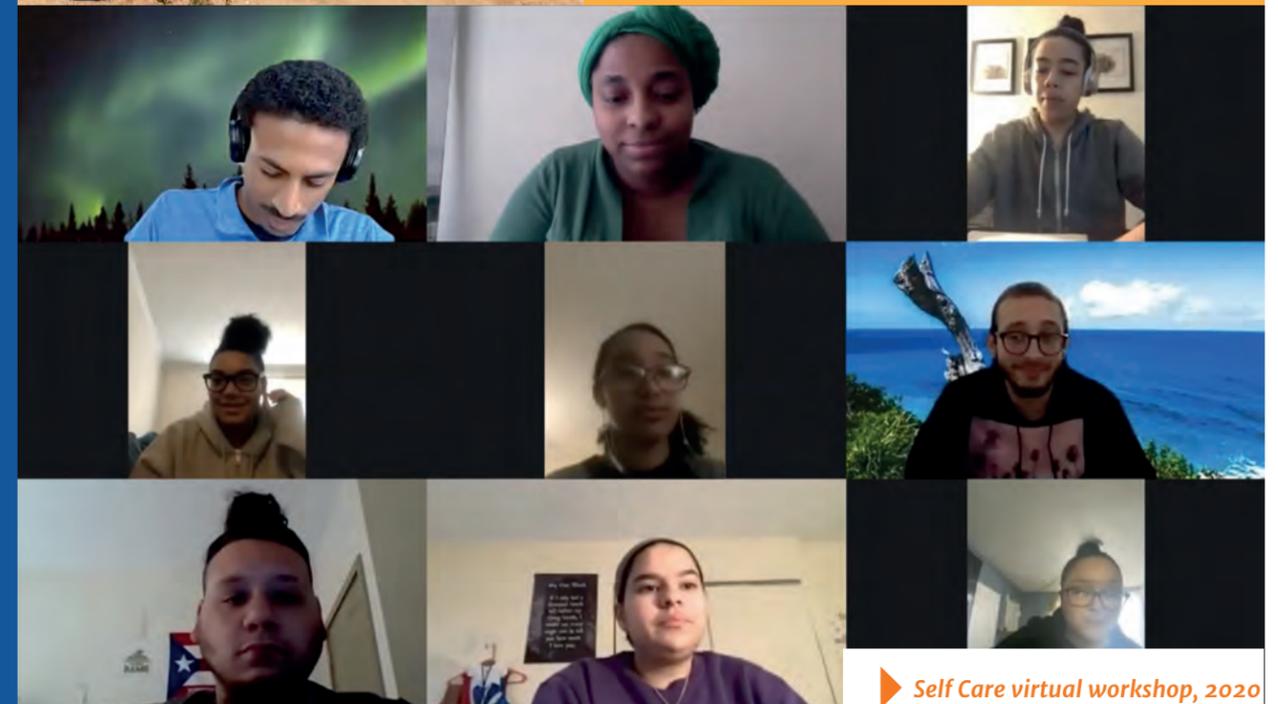
I've noticed you really want me to visit and be familiar with my roots and culture, by telling me to go back to where I came from.

I've noticed when I walk into a building you want me to take off my hoodie, so you can see my beautiful brown face.

I've noticed the cops pull us over to ask us how we're doing today, how nice!

I've noticed the days I don't bring homework, you hold me accountable. Even though the night before I fell asleep to gunshots and sirens.

I've said goodbye to privilege, but when will I be introduced to, Equality?



▶ Self Care virtual workshop, 2020

FINANCIAL COACHING SUCCESS STORY

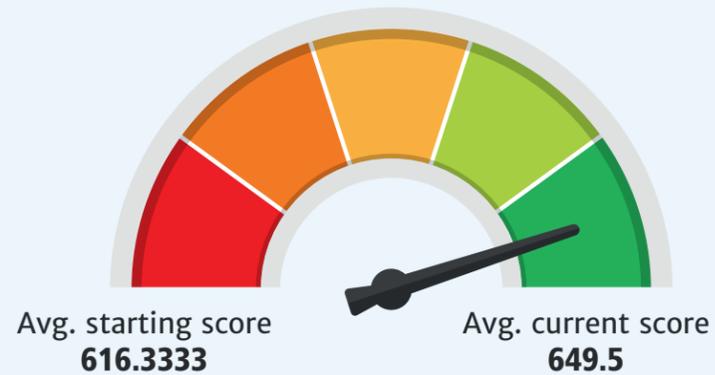
Joshua is in the Army National Guard, works a full-time job, and is a part-time Bunker Hill Community College student.

Joshua moved to his own apartment – his first solo apartment – in Chelsea at the beginning of May 2019. He is grateful for his independence in his living situation and he sought financial coaching in order to maintain this new independence for himself. His primary goal is to raise his credit score from a 620 to a 660.

To accomplish this goal, he learned how to use credit cards as credit building tools. He learned how calculate his credit utilization ratio, which he was not aware of prior to financial coaching. He now understands how obtaining a new credit card can improve his credit utilization ratio (and how closing a credit card could potentially hurt his credit score by raising his credit utilization ratio back above 30% utilization).

He obtained a secured credit card and is further committed to ensuring that he doesn't charge more than \$60 per month (to stay below 30% utilization). Moreover, he is committed to paying his statement balance on time on his secured card for the next 4 months so that he can then request a credit limit increase once he has had the card for 6 months, thereby improving his credit utilization even further.

MAX. CREDIT SCORE INCREASE **112**



PARTNERS

- ▶ Bank of America
- ▶ Boston Builds Credit
- ▶ Bunker Hill Community College
- ▶ City of Boston Credit Union
- ▶ Jewish Vocational Service in Boston
- ▶ Maloney Properties
- ▶ National Association for Latino Community Asset Builders (NALCAB)
- ▶ Timothy Smith Network
- ▶ United Way of Massachusetts Bay and Merrimack Valley

➤ FINANCIAL EMPOWERMENT PROGRAM

IBA's Financial Empowerment program supports IBA residents and community members who need alternative routes to obtain the education, credit, and asset building necessary for career success and economic mobility.

IBA's Financial Empowerment Program supports residents in reaching self-directed financial goals by offering personalized support and helping build financial literacy skills with the ultimate goal of upwards economic mobility. The curriculum is designed with cultural relevancy in mind; it is accessible across generations, and is inclusive and representative of Black and Latinx individuals. In addition, **IBA** is a community partner of Boston Builds Credit's Community College Building Credit Initiative. **IBA's** Credit Specialist works with community college students to help them learn the basics of credit, improve their financial skills, and gain control of their finances.

COVID-19 Response
Financial Empowerment staff pivoted to virtual one-on-one coaching sessions to support residents as they faced increasing financial pressures due to lost wages. Our staff helped residents create budgets, set priorities, and navigate pandemic-related challenges. Staff also worked to get more residents signed up for rent reporting, a program which allows resident

participants to establish and improve their credit scores by paying their rent online. Through the Community College Building Credit Initiative, **IBA's** staff also supported community college students in dealing with the pandemic's impact on their education and finances.

In 2020, 139 participants received one on one financial coaching to help them build their financial skills and reach their financial goals.

CREDIT BUILDING THROUGH RENT REPORTING INITIATIVE



IBA's Resident Services Program engages families and individuals through health and wellness, social and recreational, and self-sufficiency programming that promotes stability, mobility, and the well-being of the community.

IBA's Resident Services Program's bilingual, culturally responsive team conducts outreach, community programming, and case coordination, building meaningful relationships with both Villa Victoria residents and low-income residents from the neighboring Boston Housing Authority developments.

COVID-19 Response

IBA's Resident Services Program was on the front lines of the organization's efforts to combat the impact of the pandemic throughout the community, implementing a hybrid model of virtual and in-person support and programming. The team made hundreds of wellness calls to residents, ensuring that their basic needs were being met. Staff coordinated over 39 food delivery and distribution events to ensuring that 361 elderly and vulnerable residents had access to fresh, nourishing, and healthy foods. Another crucial aspect of the program's COVID-19 response was supporting residents in signing up for Unemployment Assistance, Supplemental Nutrition Assistance Program, WIC, and rent and utility payment support funds.

In 2020, the **Resident Services Program** held 165 activities and events during the

year and reached 479 individuals through one-on-one case coordination to maintain stable housing, provide assistance in claiming benefits, coordinate medical and pharmaceutical services, and provide crisis and isolation interventions.



Merian López and her family



PARTNERS

- ▶ Action for Boston Community Development
- ▶ Age Strong Commission
- ▶ Blackstone Community Center
- ▶ City of Boston
- ▶ Dana Farber Cancer Institute
- ▶ Fair Foods
- ▶ Fresh Truck
- ▶ Friendships Works
- ▶ Jewish Family & Children's Service
- ▶ Maloney Properties
- ▶ South End Community Health Center
- ▶ USES
- ▶ YMCA



2020 PARTNERS

- ▶ Berklee College of Music
- ▶ Boston Public Library – South End Branch
- ▶ Celebrity Series of Boston
- ▶ City of Boston Parks and Recreation
- ▶ City Winery

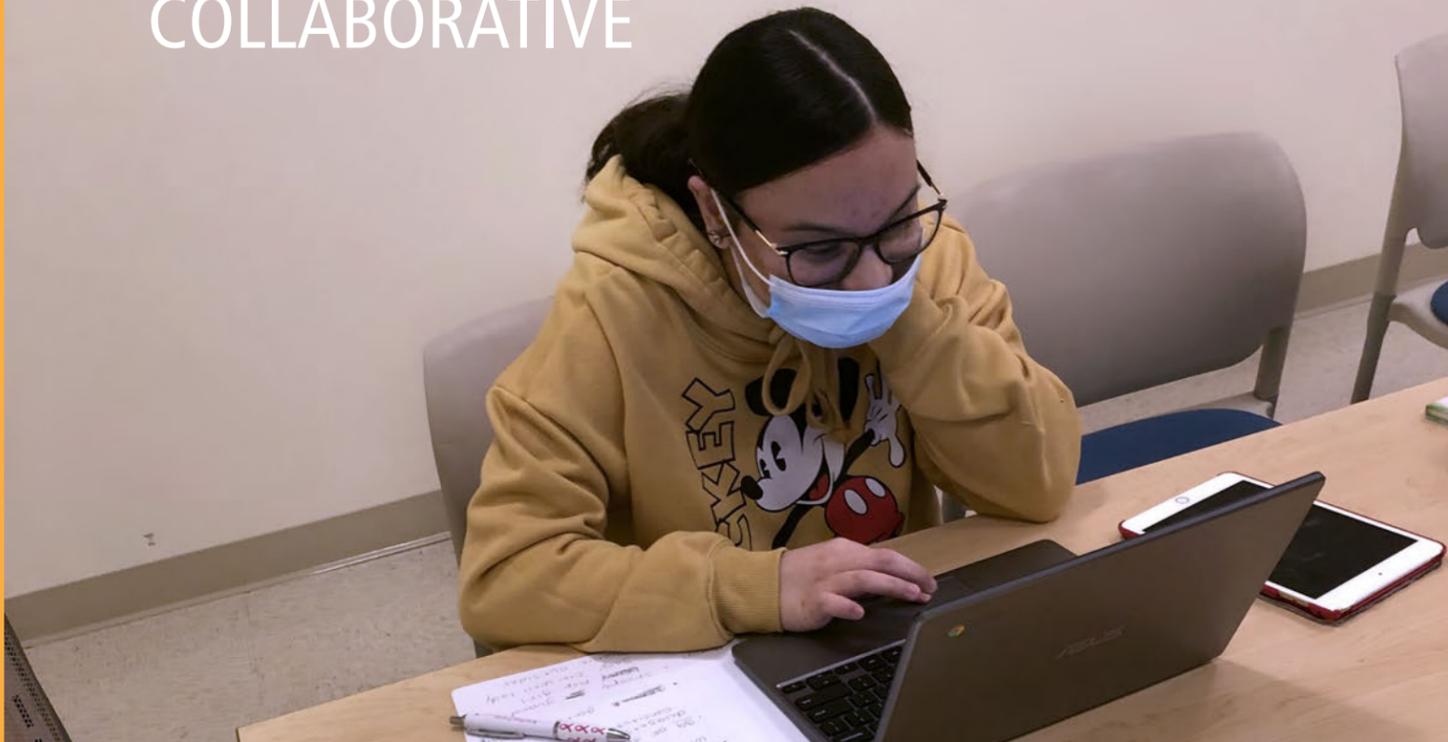
IBA's Arts Program promotes and celebrates Latino Arts by forming dynamic cross-cultural collaborations. The organization's efforts to provide and secure access to top-tier arts and cultural programming comes from the understanding that exposure to arts and culture develops vibrant, self-aware, and healthy communities.

While Boston is the home of several renowned art centers, their shows are often curated with more affluent and Western European audiences in mind. As part of **IBA's** award-winning arts programming, **IBA** collaborates with local, regional, and international artists to promote and celebrate the diversity of Latino arts and culture in an accessible and affordable way. By promoting and celebrating Latino artists, not only does **IBA** provide culturally relevant events, it also fosters cross-cultural communication with members of the public. **IBA** is proud to be considered Boston's Latino Arts Hub.

COVID-19 Response

IBA's Arts Program understands the power of art to help communities come together during challenging times. Knowing the importance of the annual Festival Betances and Tito Puente Latin Music Series, the team worked to transform these events into virtual experiences that could reach people in their own homes. Festival Betances En Casa and other virtual arts events were a huge success, reaching over 85,000 viewers worldwide.

COMMUNITY LEARNING COLLABORATIVE



Creation of learning pods, called the Community Learning Collaborative, was a new addition to IBA's programming in 2020 and provided an innovative solution to one of the pandemic's most pressing challenges.

Providing access to high quality education for all has always been an organizational priority for **IBA**, but this year, as schools operated remotely due to the pandemic, **IBA** felt it was crucial to find a way for to provide students with the resources they needed to thrive academically. The COVID-19 pandemic has elevated disparities and increased inequities experienced by low-income Black and Latinx children as compared to their White and wealthier peers. These inequities often result from limited access to academic, enrichment, and out-of-school opportunities available to children of wealthier households.

In order to support students during this unique school year and decrease these disparities, **IBA** joined with the YMCA of Greater Boston, Latinos for Education, and The BASE to create community learning pods to provide support to students and families who needed it. The collaborative's student-centered approach worked to provide equitable learning opportunities through learning pods while schools operate

remotely. Learning pods are smaller groups of students who work with a qualified staff member who supports student learning, academic achievement, and social-emotional wellness.

Children in **IBA's** community had the opportunity to participate in either in-person or virtual learning pods based on their age. The in-person pods offered full-day programming and included remote learning with their schoolteacher, academic support, coaching and mentoring, enrichment (e.g., dance, music), physical activities (e.g., sports), food (healthy, nutritious meals and snacks), and fun. In the virtual pod, **IBA's Youth Development Academic Coordinator** supported students throughout the school day via texts, emails, and video calls. After school, the group came together for academic support and enrichment, arts, and socio-emotional support activities.

In 2020, 26 1st – 8th graders and 13 youth from **IBA's** community enrolled in this new collaborative.



PARTNER SPOTLIGHT:



In 2020, when the pandemic threatened IBA's community, the Barr Foundation doubled-down on its longstanding partnerships and stepped up to support the COVID-19 response efforts of IBA and other nonprofits across the city of Boston.

In April 2020, the Barr Foundation committed \$2 million to immigrant-serving organizations, noting that many on the front lines of the COVID-19 response are immigrants and that these communities are disproportionately impacted by the pandemic. The Latinx community that **IBA** serves has been amongst the hardest hit by the pandemic; 28.7% of all COVID-19 cases in Boston have been contracted within the Latinx community (City of Boston, November 2020).

Thanks to the Barr Foundation's generous and flexible financial support, **IBA** was able to serve its community through critical COVID-19 response programming, including facilitating community access to healthy and affordable food, providing the community with PPE and accurate COVID-19 information, supporting residents in applying for benefits, unemployment, and other government aid, and transitioning all educational and arts programming to online platforms. **IBA** worked to ensure that physical distancing did not have to mean social distancing for its residents, who rely on community connection.

“As communities grappled with the devastating impacts of the pandemic, the Barr Foundation looked to partners like IBA, who are rooted in those communities, and were immediately adapting and augmenting their services in response to a deluge of urgent needs – even as they faced unprecedented challenges as an organization,” said Barr Foundation President Jim Canales. “With utmost trust and respect for IBA and its leadership, our grant to IBA was fully unrestricted and paid out immediately to help them remain stable at a time when their services are needed most.”

“The Barr Foundation stepped up to offer critical support to nonprofits across the city when it was needed most” said IBA CEO Vanessa Calderón-Rosado. “We are honored to partner with the Foundation and we're grateful for their support working to address the inequity highlighted by the pandemic. We look forward to their leadership as the City turns its attention towards recovery and rebuilding.”

FINANCIAL HIGHLIGHTS

► Expenses
► Revenues

► ADMINISTRATION
\$888,487

PROGRAMS ◀
\$2,873,944

► CONTRACTS
\$533,013

EARNED INCOME ◀
\$2,533,922

RENTAL & LEASE INCOME ◀
\$501,984

► INTEREST & OTHER
\$172,886

PHILANTHROPIC ◀
\$1,100,865

*This publication was produced prior to the completion of IBA's 2020 financial audit. All figures are preliminary.

2020 SUPPORTERS



TITANIUM \$100k+

Bank of America Charitable Foundation
Barr Foundation
Holly and Eric Klose

PLATINUM \$50k-\$99k

City of Boston
Liberty Mutual Foundation
Mabel Louise Riley Foundation
Massachusetts Department of Public Health
MassHousing
Nord Family Foundation
United Way of Massachusetts Bay and Merrimack Valley
United Way of Massachusetts Bay and Merrimack Valley Community Partnership Fund
Yawkey Foundation

DIAMOND \$25k-\$49k

Comcast Foundation
Eastern Bank Charitable Foundation
Mass Cultural Council
National Endowment for the Arts
Santander
State Street Foundation
The Boston Foundation

GOLD \$10k-\$24k

Capital One
City of Boston - Boston Resiliency Fund
Charles H. Farnsworth Trust
Clipper Ship Foundation
Commonwealth of Massachusetts
Dana Farber Cancer Institute
John Hancock
Jorge N. Hernandez Fund
Lynch Foundation
Maloney Properties
NALCAB
Schrafft Charitable Trust
Tufts Health Plan Foundation
Wells Fargo



SILVER \$5k-\$9k

Anonymous
Boston Private Bank & Trust
Bilt-Rite Construction
Franklin Square House Foundation
Frank Reed & Margaret Jane Peters Memorial Fund II
Klein Hornig LLP
Nancy Levy-Konesky
Longwood Security Services
State Street
Donna & Jim Stearns
Torres Family Donor Advised Fund

BRONZE \$1k-\$4k

AAFCPAs
Allways Health Partners
Anonymous
Blair Benjamin
Blue Cross Blue Shield
Boston University
Bushrod H. Campbell and Adah F. Hall Charity Fund
CHT Foundation
Davis Square Architects
Decision Insight
EdVestors
Jeffrey Fox
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KVA
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