



ALL IN ALAMEDA COUNTY STRATEGIC PLAN 2021-2024

INTRODUCTION



ALL IN Alameda County (ALL IN) developed our current strategic plan in 2020 during the height of COVID-19. This is a unique time in history. The pandemic exacerbated existing vulnerabilities within the County and increased the depth of poverty for many residents. This is particularly true in communities of color in West Oakland, Fruitvale/San Antonio, East Oakland, Ashland and Cherryland, and South Hayward. Along with this crisis came opportunity. Grassroots, community-based organizations in the areas most impacted demonstrated that they are in the best position to respond to community needs. The additional learnings and infrastructure built to enable County support of these organizations presents a huge opportunity for community resilience. ALL IN is uniquely positioned to identify and build on best practices during the recovery period and beyond. For the next few years, ALL IN will work to narrow our focus and zero in on supporting efforts to ensure an equitable recovery and a resilient future.

Below we have summarized ALL IN's vision, mission, strategic priorities, and goals. The entire strategic plan is available on our website. We look forward to sharing our progress in implementing our 2021-2024 Strategic Plan with partners, key stakeholders, and the broader Alameda County community in the coming years.

VISION



ALL IN Alameda County envisions a county without poverty where everyone thrives in healthy, vibrant, and resilient communities.

We are guided by the Alameda County Government's [Vision 2026](#), which includes a vision for a healthy environment, a thriving and resilient population, safe and livable communities, and a prosperous and vibrant economy.

MISSION



ALL IN Alameda County leads, innovates, and collaborates across public, private, and community sectors to catalyze the equitable policy and systems change required to address the root causes of poverty.

STRATEGIC PRIORITIES

1 Increase Civic and Community Engagement in Systems Change



Goals

- 1 Launch an ad hoc committee to facilitate civic engagement and inform continuous improvement efforts to support Alameda County's racial equity initiatives
- 2 Food as Medicine results in significant, cross-sector systems change
- 3 The Ending Youth Homelessness Strategy results in significant cross-sector alignment and collaboration, and centers youth leadership
- 4 Support the expansion of ALL IN Eats: Alameda County's Circular Food Economy to grow nourishing food, minimize waste and pollution, localize the food economy, and prioritize equity in Alameda County
- 5 Continue to provide facilitation support to historical cross-agency collaborative tables focused on specific systems change in the areas of Fatherhood and Results Based Accountability

2 Partner on Innovative Programming



Goals

- 1 Implement and adapt the Food as Medicine (FAM) initiative in alignment with the ALL IN Eats Circular Food Economy
- 2 Continue collaboration with stakeholders, including REACH Ashland Youth Center, to identify opportunities for youth engagement in school-to-career pathways and entrepreneurial opportunities
- 3 Transition successful programming to full community/partner operation

3 Clarify and Strengthen our Roles



Goals

- 1 Clarify our roles in relation to our partners and key stakeholders and align our work accordingly
- 2 Consistently and effectively engage stakeholders in all our work

4 Increase our Organizational Sustainability



Goals

- 1 Increase ALL IN's revenue
- 2 ALL IN staff is set up for success and ALL IN is a great place to work and thrive
- 3 Increase the efficiency and effectiveness of the ALL IN Steering Committee
- 4 ALL IN effectively uses and models racial equity and trauma-informed systems lenses
- 5 Increase transparency and accountability by consistently communicating results

By 2024, ALL IN Alameda County will be a more sustainable organization with increased clarity on how we collaborate across public, private, and community sectors. We will have worked across these sectors towards increased racial equity and resilient recovery in the communities most impacted by poverty, racism, and COVID-19 in Alameda County.