

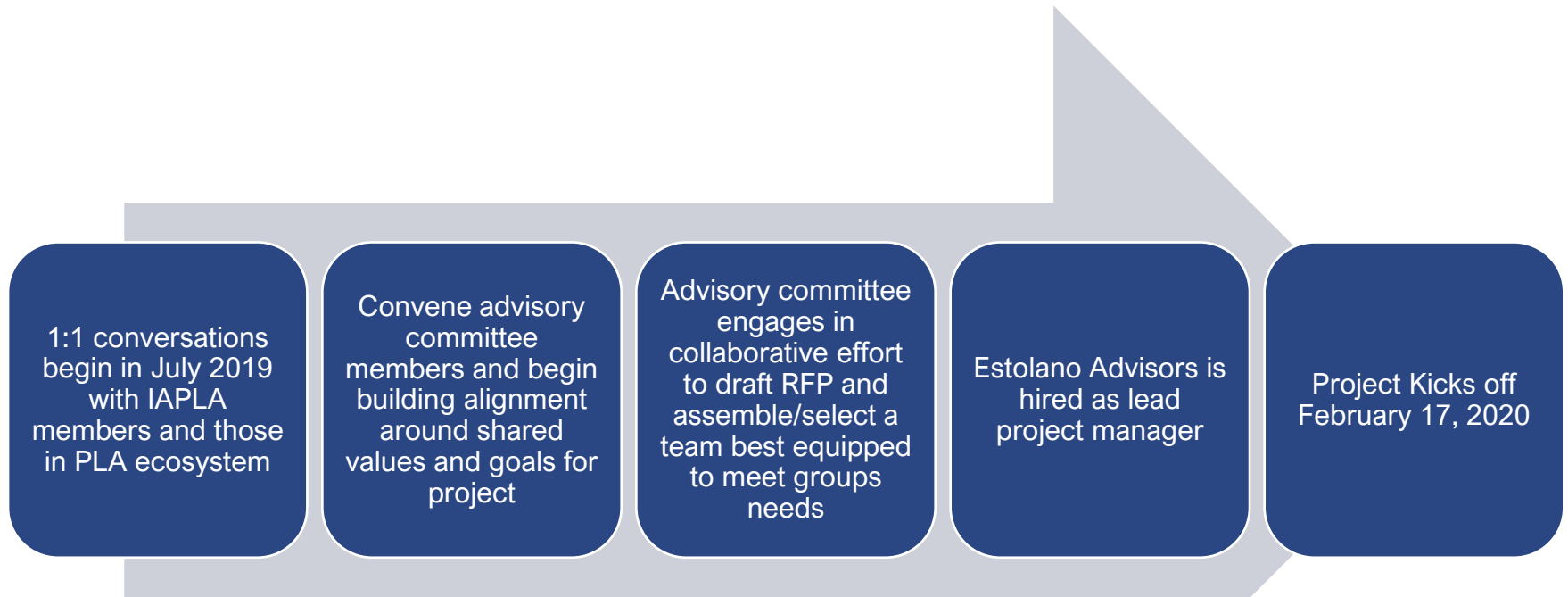
THE SAN FRANCISCO FOUNDATION

invites you to join us for a briefing on our new report:

Agenda:

- Welcome & Greeting
- History and Background
- Project Management Process
- Presentation on Report Findings and Recommendations
- Advisory Committee Panel
- Q & A
- Next Steps and Close

Project Management Team Process



Advisory Committee Members

- Andreas Cluver (*Alameda Co., Building Trades Council*)
- Anyania Muse (*Marin County*)
- Darlene Flynn (*City of Oakland*)
- Elena Turner (*Turner Construction Co.*)
- Emiliano Sanchez (*Oakland Unified School District*)
- Joan Quillio (*Alameda County*)
- Joyce Guy (*West Oakland Job Resource Center*)
- Kurry Foley (*City of San Leandro*)
- Nicole Lee (*Urban Peace Movement*)
- Tom Woods (*North Bay Jobs with Justice*)
- Victor Uno (*International Brotherhood of Electrical Workers*)

Project Team:

Haewon Asfaw (SFF), Julina Bonilla (Port of Oakland), Jidan Terry-Koon (SFF), Rob Hope (SFF)

Project Consultant Team

- **Cynthia Guzman** (*EA Principal*) - Project Manager
- **Cecilia Estolano** (*EA Co-Founder & CEO*) – Strategic advice/direction
- **Winnie Fong** (*EA Sr. Associate*) – Lead Data Analyst and Writer
- **Ari Fennan** (*Independent Contractor*) – Data Analyst and Writer
- **Julian Gross** (*PolicyLink*) – Strategic Adviser

Estolano
ADVISORS



California Unemployment Rates – Q3 2020

All: 4.4%

White: 3.4%

Black: 6.0%

Hispanic: 5.4%

Asian: 3.0%

Note: The map reports unemployment rates only for state subgroups with sample sizes large enough to create accurate estimates.

Source: EPI analysis of Bureau of Labor Statistics Local Area Unemployment Statistics (LAUS) data and Current Population Survey (CPS) data



Goal: Equity/Justice

(Ord. No. 13442, § 2, 6-27-2017)

2.29.170 - Department of Race and Equity

Economic Policy Institute



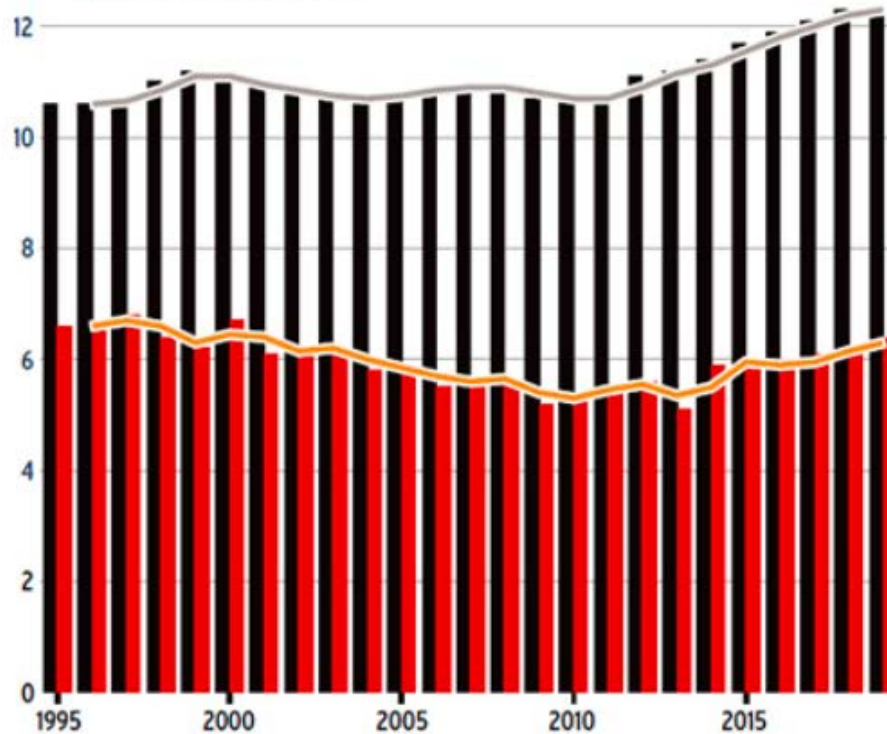
Darlene Flynn – City of Oakland



BLACK WORKERS UNDERREPRESENTED IN CONSTRUCTION

Though Black workers comprise about 12% of the entire nationwide workforce, Black industry leaders say lack of training opportunities and systemic racism has kept the number of Black workers in construction roughly at a flat 6% for 25 years, from 1995 until today.

- ALL INDUSTRIES
- CONSTRUCTION
- ALL INDUSTRIES TREND
- CONSTRUCTION INDUSTRY TREND



SOURCE: THE BUREAU OF LABOR STATISTICS

Systemic and Institutional Racism



A pattern of social institutions; such as governmental organizations, schools, banks, and courts of law, perpetuating negative treatment toward a group of people based on their race. Institutional racism leads to inequality in opportunity and inequity in life outcomes.

Eq-ui-ty (*ek-wi-tee*), r

- Just and fair inclusion



EQUALITY



EQUITY

- An equitable society is one in which all can have access, participate and prosper.
- The goals of equity must be to create conditions that allow all to reach their full potential.
- Ultimately equity requires system change that removes historical barriers to opportunity.

Racial Equity = Change

- Define the problem as structural/systemic
- Center race and the most impacted groups
- Use disaggregated data to identify disparities
- Listen to impacted community to understand the root causes of disparities
- Identify how systems' policies and practices contribute to inequity
- Change policies and practices to reduce harm, remove barriers to opportunity, and close racial disparities
- Track progress with meaningful measures



Result Based Accountability is Critical to Equity



Phase 2 Project Scope

Purpose:

- Engage community and partners to provide feedback on the recommendations of phase 1
- Develop a strategic action plan to implement and operationalize final recommendations

Tasks:

- Task 1: Develop Leadership and Organizational Infrastructure
- Task 2: Facilitate a Strategy Development Process
- Task 3: Develop Strategic Action Plan

Deliverable:

- Strategic action plan for a regional pipeline of diverse workers
- Regional collaboration infrastructure with a shared vision for increasing access to employment opportunities in the construction trades for local residents of disadvantaged populations (e.g., Black, Indigenous, womxn, LGBTQI, formerly incarcerated, etc.)



Next Steps & Close

How to get involved:

1. Become a funding partner to help raise the remaining \$70K for phase 2
2. Join as a project participant
3. Learn more about the project through a follow up 1:1 meeting
4. Receive updates on the project and its status to stay in the loop

