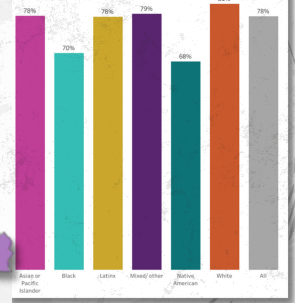


THE STATE OF BAY AREA WORKERS



ABOUT THE STATE OF BAY AREA WORKERS DATA TOOL

The State of Bay Area Workers data tool examines 15 indicators about work and workers within the nine-county Bay Area region. ReWork the Bay's Equity at Work Council partnered with the Bay Area Equity Atlas to create the tool. While the data presented was collected from 1980-2019, the data tool offers new insights from the relationships between indicators and how indicators have changed over time.

The data tool was created alongside a series of recommendations made last year in the Advancing Workforce Equity in the Bay Area: A Blueprint for Action report, several of which ReWork the Bay and their partners are now implementing.



WHAT INDICATORS WERE EXAMINED?

- Employment to population ratio by race/ethnicity
- Job growth by wage level
- Earned income growth for full-time wage and salary workers
- Unionized workers by race/ethnicity
- GDP gains with racial equity in income
- Race/ethnicity of working-age adults
- Educational attainment by race/ethnicity
- Median wage by race/ethnicity and nativity
- Share of workers earning enough to meet basic needs by race/ethnicity
- Largest occupational groups by race/ethnicity and nativity
- Labor force participation rate by race/ethnicity and gender
- Share of renters that are rent-burdened by race/ethnicity and gender
- Average commute time (one way) by census tract, Bay Area
- Share of the population without health insurance, by race/ethnicity
- Representation in high-level elected office by race/ethnicity

WHAT ARE THE KEY FINDINGS?

1

Racial inclusion can make our strong regional economy even stronger. Eliminating barriers to employment and closing racial wage gaps could boost the region's economy by more than 50 percent.

2

Our economy rewards those with a headstart on wealth and punishes those fighting for a chance. The incomes of the highest-earning workers in the area have increased by almost 70 percent since 1980, while earned income has declined by 9 percent over the same period for those in the lowest-paid jobs.

3

Without intervention, the “haves and have nots” environment of the Bay Area will define our future. In much of the Bay Area, job creation has been concentrated in high- and low-wage jobs over the past few decades.

4

This isn't an issue for just a small group of Bay Area residents—almost half of the region is barely scraping by. Only 55 percent of working people in the Bay Area can afford basic family living expenses.



HOW CAN THIS DATA BE USED?

Community leaders, organizers, policymakers, funders, and others can use this data to explore, learn, spark conversation, and make informed decisions about strategy, policy, and practices that lead to much-needed change and improve the lives of Bay Area workers.

WHO COMPILED THIS DATA?

ReWork the Bay asked its cross-sector Equity at Work Council to partner with the Bay Area Equity Atlas to use data to tell a more nuanced story about how workers are faring in our region. More about who's who:

ReWork the Bay is a project hosted by the San Francisco Foundation. ReWork the Bay brings together leaders in economic justice, education and training, business, and philanthropy to take bold, urgent action to create a prosperous Bay Area for all. We believe it should be possible for everyone to live full lives with security, dignity, and agency in our work, home, and communities.

The **Equity at Work Council** is an interdisciplinary group of thought leaders and practitioners working together to develop solutions for shared prosperity that break out of historical siloes and competition. The EWC is composed of a blend of not-for-profit, public sector and business leaders who share a passion and a commitment to eliminating barriers to wealth and well-being for working people in the Bay Area.

The **Bay Area Equity Atlas** is a data and policy tool for community leaders and policymakers who are working to build a new economy that is equitable, resilient, and prosperous. It is a comprehensive resource for data to track, measure, and make the case for racial equity and inclusive prosperity across the region. The Atlas is produced by PolicyLink and the USC Equity Research Institute (ERI).