



In the last six years, we've witnessed significant shifts in U.S. economic policy, from trade agreements to the global pandemic response. While there's been historical movement towards protecting American workers and industries, contemporary social policies have lagged, reflecting outdated ideologies. Nowhere is this disparity more apparent than in federal workforce development systems, which still bear the marks of decades-old thinking. Despite noble intentions, current approaches often fail to address structural imbalances in power between workers and corporations, perpetuating cycles of inequality.

New America delves into the entrenched beliefs shaping workforce development policies and their implications for job seekers. It underscores the urgency of reevaluating our approach to job training, job placement, and worker empowerment. At ReWork the Bay, we champion economic justice and equity, and this article resonates deeply with our mission. It prompts us to rethink how we design workforce programs, ensuring they prioritize workers' needs, rights, and dignity.



Image credit: [Jesse Lee-Peterson](#) on Unsplash

While challenges persist, there are promising initiatives, like the [Good Jobs Collaborative](#), aiming to reshape the narrative around workforce development. Our very own [Building Worker Power](#) program is changing the traditional working landscape and amplifying the voices and needs of workers. These efforts offer a roadmap for a more inclusive and effective workforce system by centering economic justice, advancing equity, and amplifying worker voices. As Congress considers reauthorization of the Workforce Innovation and Opportunity Act, there's an opportunity to enact bold reforms prioritizing workers' welfare. Join us as we navigate this critical juncture in shaping the future of work with equity and justice at the forefront.

In Solidarity,

Brianna, Janelle, + Rob

COMMUNITY UPDATES



[Transforming Philanthropy: ReWork the Bay's Journey Towards Community-Centered Impact](#)

Discover the transformative journey of philanthropy in this blog by ReWork the Bay's Director, Rob Hope. Ditching the old top-down approach, ReWork pioneers a paradigm shift, empowering community leaders to shape the direction of philanthropic efforts and creating impactful partnerships that prioritize economic justice and inclusivity. This isn't just about tweaking systems; it's about reshaping from the ground up, fostering strategic partnerships for a more just future. Join the movement, delve into the challenges, and explore the power of community-led initiatives in this thought-provoking blog.

Image credit: [Annette Bernhart](#)

[Empowering Workers Funders Briefing](#)

FUNDERS, JOIN US on **Tuesday, May 21** for an exclusive [Empowering Workers Funders Briefing](#) luncheon unlike any other! This in-person event will offer a unique opportunity to gain inspiration and insight into the pivotal moment where workers are spearheading a transformation towards a more inclusive economy. Hear directly from participants of our pilot program and receive firsthand recommendations on the next steps from the field.

As philanthropists, we have a distinct role in amplifying and accelerating innovative approaches to engage workforce professionals as catalysts for improving job quality and advancing toward an equitable economy. Don't miss this chance to be part of a historic movement in philanthropy. Are you ready to be a catalyst for change? Join us and be a part of the transformation!

WHAT WE'RE READING



[Democracy Needs Workers](#)

This article highlights the critical role of labor organizations in bolstering democracy amidst a period of democratic decline globally. While efforts to support civic education, nonprofit news, and voter access are commendable, the focus on labor is essential. By funding worker institutions that enhance wages, working conditions, and collective power, philanthropy can strengthen democracy from its foundation. Organized labor addresses economic inequality and serves as a model for civic engagement, empowering marginalized communities and fostering mass participation. The decline in union membership has paralleled rising economic inequality, making the support for worker institutions more crucial than ever. Moreover, worker organizations play a vital role in combating misinformation and disengagement, serving as trusted sources of information and drivers of informed democratic participation. Philanthropy's investment in workers and their institutions is pivotal for fortifying democracy and ensuring a more just and sustainable future for all.

Image credit: [Manny Becerra](#) on Unsplash



[Bay Area Janitors Say Grueling Workloads are Leading to More Injuries on the Job](#)

According to recent reports, [Bay Area janitors are facing increased hazards and injuries on the job](#), alongside stagnant pay. Railing in downtown Oakland, hundreds of janitors called for lighter workloads and legislative action to address their concerns. Hilda Mosquera, a janitor at Tesla's Fremont factory, highlighted the challenges faced by workers, including increased workloads and injuries, with little to no paid medical leave for recovery. A state report revealed that one-third of California janitors reported workplace injuries in 2022, prompting calls for better pay, benefits, and legislative protection. Unionized janitors are currently negotiating contracts with employers and supporting Assembly Bill 2364 to limit workloads and enhance anti-harassment training. Despite opposition from building owners and janitorial companies, workers emphasize the need for respect and safer working conditions.

Image credit: [Jed Davis](#) on Unsplash



[How the Federal Income Tax System Can Worsen Racial Disparities](#)

Tax policies, including lower tax rates for capital gains and retirement savings, disproportionately benefit wealthy white families, exacerbating racial wealth disparities. White families, who hold assets at higher rates than families of color, benefit more from lower tax rates on capital gains, which predominantly go to white families, according to the US Department of the Treasury. Similarly, tax subsidies for homeownership primarily benefit white families due to historical racial inequities in housing access and property values. Moreover, Black taxpayers are three to five times more likely to be audited by the IRS than other taxpayers, highlighting systemic racial disparities in tax enforcement. Reforming tax policies and audit practices could help advance racial equity and address structural barriers to economic opportunity within the federal income tax system.

Image credit: [Patsy Sanchez](#) on Unsplash

- [Biden-Harris Administration finalizes rule to increase compensation thresholds for overtime eligibility, expanding protections for millions of workers](#) from the U.S. Department of Labor
- [Second group of contracted Google workers laid off after forming union](#) by Stephen Council
- [Famed journalist Kara Swisher's book reflects Bay Area tech's huge anti-worker problem](#) by Stephen Council
- [Guiding Policy Principles for Responsible AI](#) from Tech Equity Collaborative
- [Current Landscape of Tech and Work Policy: A Roundup of Key Concepts](#) by Annette Bernhart and Laura Pathak
- [A Win-Win for Business and Workers: Evidence from a Predictable Scheduling Intervention at Gap, Inc.](#) by Oluwasekemi Odumosu
- [Unionization Resources](#) from the Management Center

EVENTS + HAPPENINGS



[California Bay Area: Workforce Development Research - A Question of Repair](#)

The Elevation Educational Consulting Group (EECG) has developed a participatory research approach to address how workforce development organizations can better integrate their work with the needs of the communities they serve to support improved outcomes. Through discussions with workforce leaders, professionals, and clients, EECG's research project aims to advance reparative actions, learning from affected communities, and bring about systemic change.

Image credit: [Jesse Lee-Peterson](#) on Unsplash

JOB OPPORTUNITIES

[Development Director](#)

The California Domestic Workers Coalition (CDWC) is hiring a Development Director to lead the execution and implementation of CDWC's fundraising strategy. The development director will create and oversee CDWC's fundraising work plan, including foundation grants, government contracts, events, outreach, and individual donors. The Development Director will report to the CDWC director. The salary range for this position is **\$85,000 to \$95,000** with full benefits. The position's start day is expected to be July 2024.

[Program Director](#)

The Steelworkers Charitable and Educational Organization (SCEO) is hiring a Program Director to coordinate the development and implementation of programs to assist of workers who have been laid off or are facing job displacement. This role involves strategic planning coordinating with local agencies, and ensuring compliance with all regulations and guidelines. The salary range for this position is **\$72,583 to \$112,159** per year with full benefits.

[Strategy and Impact Director](#)

The California Budget and Policy Center is hiring a Strategy and Impact Director to help develop and execute strategies for maximizing the Budget Center's policy impact and influence. The salary range for this position is **\$135,700 to \$187,900** per year with benefits. This is a hybrid position.

[Director of Race and Democracy](#)

[Please visit our website for more Job Opportunities](#)

FUNDING OPPORTUNITIES

[Empowering Women in Apprenticeships: 2024 WANTO Grant](#)

Administered by the U.S. Department of Labor Women's Bureau and Employment and Training Administration, the Women's Apprenticeship and Nontraditional Occupations (WANTO) grant program supports community-based organizations in their efforts to recruit, train, and retain more women in Registered Apprenticeships and nontraditional occupations. **Apply by June 10, 2024.**

[Please visit our website for more Funding Opportunities](#)

SHARED PROSPERITY IS EVERYONE'S JOB.

GET INVOLVED

