

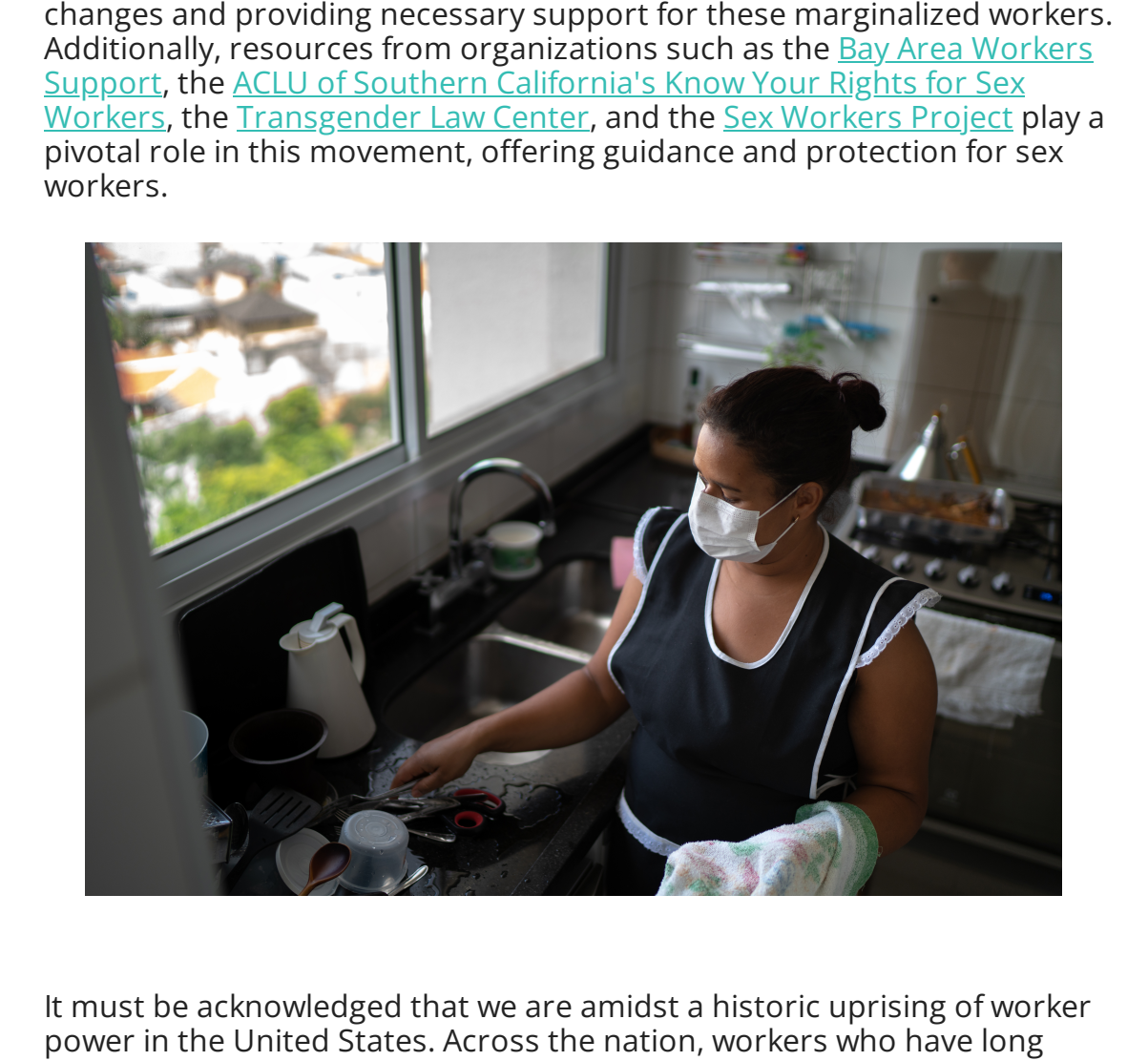
In addition to celebrating LGBTQ+ Pride and June/teenth this month, we observe both International Domestic Workers Day and International Sex Workers Day, two crucial dates that highlight the often-overlooked contributions of marginalized workers. These observances highlight the urgent need for labor justice, especially for those who face systemic inequities and are frequently excluded from federal protections.

Domestic workers, many of whom are women of color, are critical to the smooth functioning of our households but often work without the security and benefits they deserve. Despite their vital role, they remain excluded from federal workplace laws, including the Fair Labor Standards Act. This exclusion leaves millions without minimum wage or overtime protections, underscoring a significant gap in our labor system.

Organizations like the [National Domestic Workers Alliance](#) and our Equity at Work Council members, the [Chinese Progressive Association](#) and the [California Domestic Workers Alliance](#), are on the front lines advocating for the rights and protections of these workers. They strive to secure fair wages and safe working conditions, ensuring these essential workers receive the recognition and support they deserve.

Similarly, sex workers face significant challenges, including legal stigma, unsafe working conditions, and a lack of rights and recognition within the workforce. International Sex Workers Day reminds us of their ongoing struggle for dignity and equality. [Justiciary Society](#), a grassroots collective of Asian and migrant sexworkers, exemplifies the fight for sex worker rights. [Lavender Theory](#), builds transgender, non-binary, and queer API people supporters argue. It could reduce worker stress and instigate policy changes and providing necessary support for these marginalized workers.

Additionally, resources from organizations such as the [Bay Area Workers Support](#), the [Coalition of Southern California's Know Your Rights for Sex Workers](#), the [Transgender Law Center](#), and the [Sex Workers Project](#) play a pivotal role in this movement, offering guidance and protection for sex workers.



It must be acknowledged that we are amidst a historic uprising of worker power in the United States. Across the nation, workers who have long been marginalized are organizing, joining unions, and striking for fair wages and better working conditions. This movement is particularly led by Black workers, who have historically been sidelined in labor rights but are now driving significant victories and systemic changes.

Philanthropy plays a critical role in this context. By supporting labor justice, we advocate for fair treatment and better conditions while simultaneously addressing racial justice. Black workers, who have been at the forefront of the labor movement, are key to achieving economic equity. Their leadership and resilience pave the way for a more just and inclusive economy. As stated plainly by the [Nonprofit Quarterly](#), philanthropy must support labor justice.

#### Why Support Matters

Labor justice is racial justice. By centering the needs and experiences of Black workers and other marginalized communities, we create better workplaces and economies for all. Philanthropic support can amplify these efforts, funding initiatives that ensure good jobs, fair pay, and safe conditions.

Historically, philanthropy has not fully engaged with the labor movement. However, supporting worker-led organizations, particularly those led by Black, Indigenous, and people of color (BIPOC), can drive transformative change. Examples include successful union drives, community-benefits agreements, and partnerships advocating for fair wages and conditions.

#### Call to Action

As philanthropists, we have a unique opportunity to be on the right side of history. We can help dismantle systemic inequities and build a more equitable economy by funding worker organizing and supporting labor justice initiatives. This June, let's commit to supporting the workers leading the fight for justice and equality.

To join us and get involved, please visit [ReWork the Bay](#). Together, we can ensure that all workers, regardless of occupation, enjoy the dignity, security, and agency they deserve.

In Solidarity,

Brianna, Janelle, + Rob

## COMMUNITY UPDATES



### Building Power through Workforce Development Funder Briefing

Our recent funder briefing was a resounding success! Participants explored our [Building Worker Power pilot project](#), focusing on empowering diverse groups through training, coalition building, and aligning efforts across sectors. Workers engaged in training programs experienced positive outcomes such as economic mobility and self-advocacy. The discussions highlighted how various communities including undocumented workers and progressive worker co-ops can benefit from these initiatives.

The overarching vision aims to foster economic justice and sustainable infrastructure for long-term worker security, including improved employer-employee relations, effective implementation involves ensuring funding reaches small organizations and marginalized workers, building coalitions, and connecting local efforts with broader policy advocacy. Our goal is to create a unified approach across sectors to achieve both short-term and long-term objectives, ensuring the sustainability and resilience of these initiatives. A report summarizing findings and learning from the project will be released in late Summer 2024.

Image credit: ReWork the Bay



**Luis Sandoval**  
**Executive Director**  
**Building Skills Partnership**

**ALMA SALAZAR**  
**BRIDGE BUILDER AWARD**  
NATIONAL SKILLS COALITION

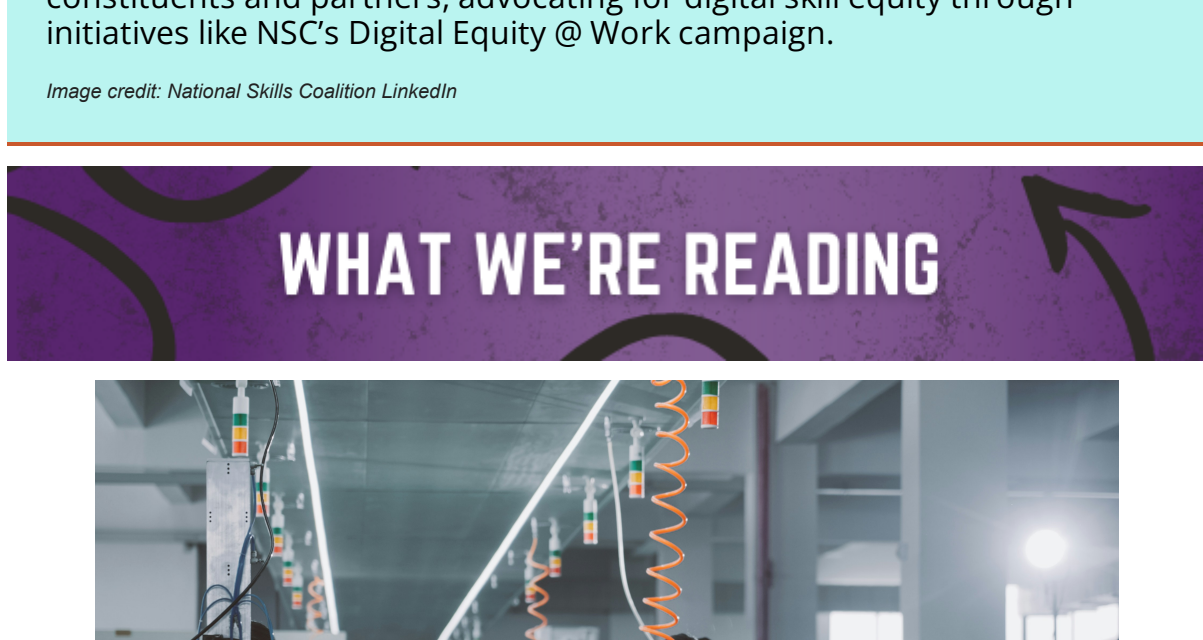
**Luis Sandoval**  
**Executive Director, Building Skills Partnership**

We are thrilled to celebrate our EWC member, Luis Sandoval, for winning the [Alma Salazar Bridge Builder Award](#)! As leader of [Building Skills Partnerships](#), Luis has been pivotal in establishing the [Skills for California coalition](#), part of [NSC's Skills2BA network](#). Through his efforts, Luis has united business and worker organizations, fostering a multi-stakeholder state network. The coalition's advocacy has led to policies supporting worker diversity and high-quality job paths, including workforce literacy programs for immigrants, refugees, and English Language Learners.

At the core of Luis' work is the intersection of skills training, racial equity, and job quality. He ensures diverse perspectives are heard, serving on the Skills for California leadership council and shaping the California Worker Equity Initiative. By leveraging his partnership with NSC, Luis empowers constituents and partners, advocating for digital skill equity through initiatives like NSC's Digital Equity @ Work campaign.

Image credit: National Skills Coalition Library

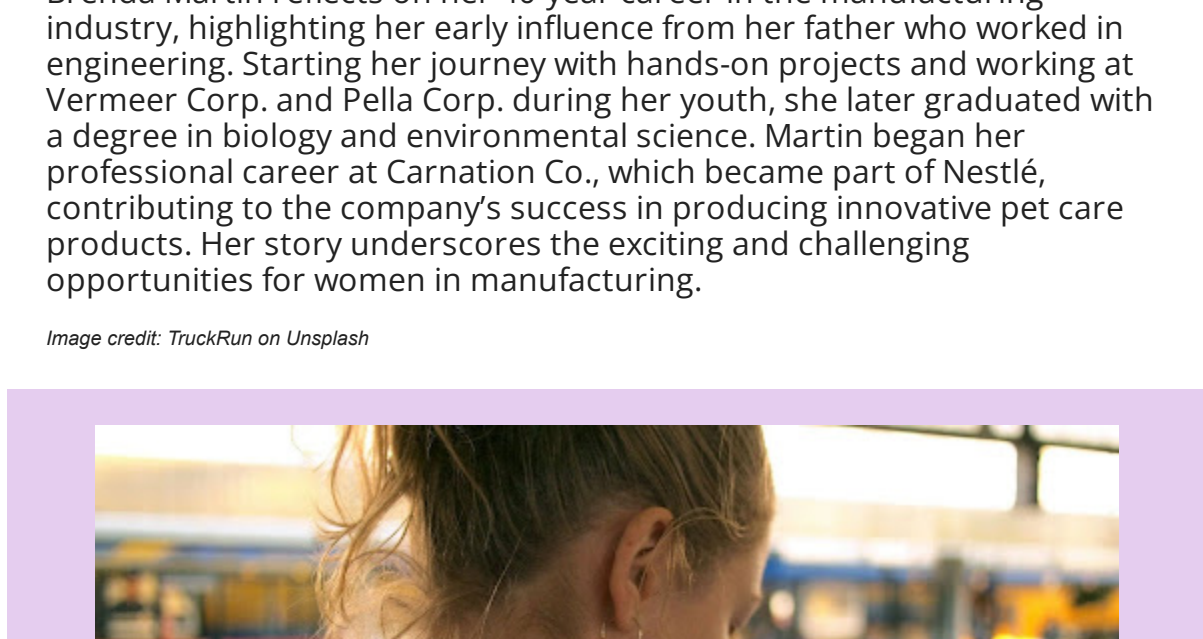
## WHAT WE'RE READING



### Women in Manufacturing: Making It Happen in a Man's World

Brenda Martin reflects on her 40-year career in the manufacturing industry, highlighting her early influence from her father who worked in engineering. Starting her journey with hands-on projects and working at Vermeer Corp. and Pella Corp. during her youth, she later graduated with a degree in biology and environmental science. Martin began her professional career at Carnation Co., which became part of Nestlé, contributing to the company's success in producing innovative pet care products. Her story underscores the exciting and challenging opportunities for women in manufacturing.

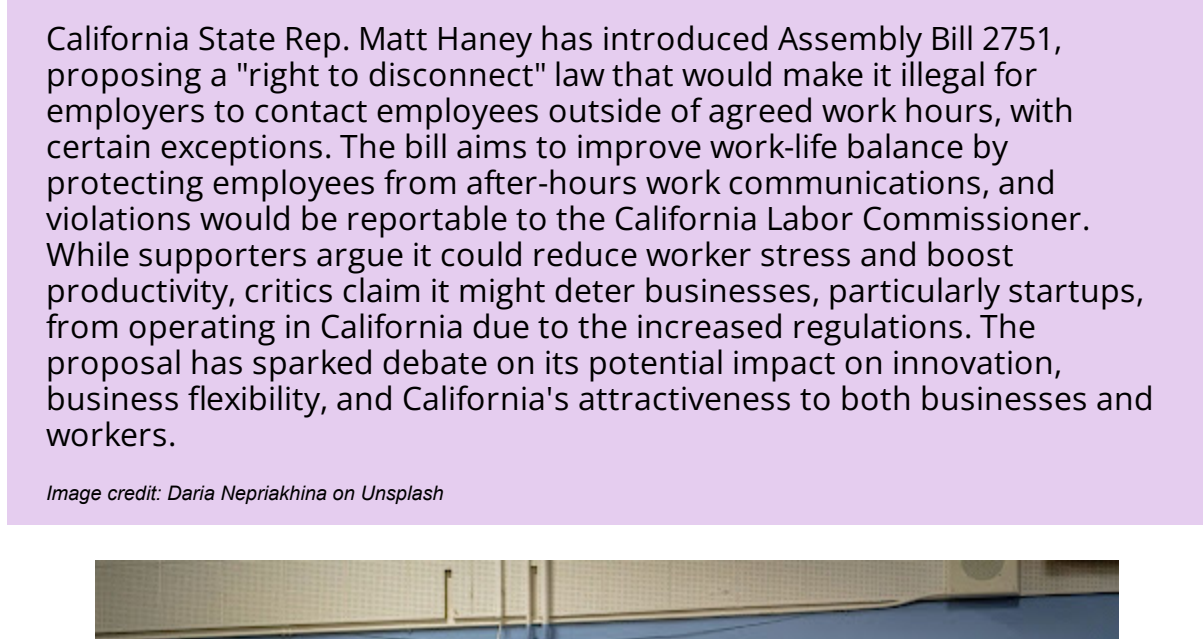
Image credit: TheUrbanist on Unsplash



### California Politician Proposes Bill Making It Illegal To Contact Employees After Working Hours

California State Rep. Matt Haney has introduced Assembly Bill 2751, proposing a "right to disconnect" law that would make it illegal for employers to contact employees outside of agreed work hours, with certain exceptions. The bill aims to improve work-life balance by protecting employees from after-hours work communications, and violations would be reportable to the California Labor Commissioner. While supporters argue it could reduce worker stress and boost productivity, critics claim it might deter businesses, particularly startups, from operating in California due to the increased regulations. The proposal has sparked debate on its potential impact on innovation, business flexibility, and California's attractiveness to both businesses and workers.

Image credit: Dana Hays/Unsplash on Unsplash



### Oakland Teachers Can't Afford to Live Here, This Housing Program Offers Them 'Room to Breathe'

Oakland's housing crisis is driving teachers out of the city, but the TRIO Plus program is offering crucial support. An extension of the Teachers Rooted in Oakland Initiative, TRIO Plus helps educators secure affordable housing through stipends, rent concessions, and financial coaching. This assistance allows teachers to focus on their students without the added stress of high living costs. The program aims to attract and retain diverse educators, addressing a major barrier to employment in the Oakland Unified School District. Since its launch, TRIO Plus has helped over 90 teachers, contributing to increased retention and diversity in Oakland's schools.

Image credit: LaSchope on Unsplash

### They Work 80 Hours a Week for Low Pay, Now, California's Early-Career Doctors are Joining Unions

[Workers' Wage Theft, Payment from the worst-cited offender has been slow](#)

## JOB OPPORTUNITIES

### Project Manager II

The Tenderloin Neighborhood Development Corporation (TNDC) is hiring a Project Manager II to oversee the planning and development of affordable housing projects. Reporting to the Associate Director of Housing Development, the Project Manager II will evaluate development sites, secure financing, coordinate consultants, obtain project approvals, manage budgets and schedules, oversee construction processes, and perform public outreach. The salary range for this full-time, exempt position is **\$98,340 to \$109,824**, with a hybrid work schedule based in San Francisco, CA. TNDC is open to hiring at different levels (PM I, II, or III) based on experience.

### Operations Project Manager

The Lucile Packard Foundation for Children's Health (LPFCH) is hiring an Operations Project Manager, Principal Gifts to streamline processes and implement new systems across the Principal Gifts team. Reporting to the Senior Associate Director, Principal Gifts, this role involves coordinating team-wide projects, managing donor portfolios, and supporting fundraising efforts. The position offers a salary range of **\$100,000 to \$104,000 with benefits**. This hybrid role requires in-office presence eight-plus days per month in Palo Alto, CA.

### Housing Rights Organizer

Canal Alliance is hiring a Housing Rights Organizer in San Rafael, CA, to support and engage Latino renters and low-income communities in Marin. Reporting to the Senior Manager of Advocacy and Engagement, this role involves educating residents on tenants' rights, organizing housing equity initiatives, and nurturing community leaders. Key responsibilities include collaborating on housing rights campaigns, conducting leadership training, and coordinating legal aid. This full-time, hybrid position offers **\$30 per hour**, comprehensive benefits, and a 4-day workweek.

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

## FUNDING OPPORTUNITIES

### DOL Building Pathways to Infrastructure Jobs Grant Program

The U.S. Department of Labor's Employment and Training Administration is offering the DOL Building Pathways to Infrastructure Jobs Grant Program to fund public-private partnerships. This grant aims to develop, strengthen, and scale training models in H-1B industries critical to the Bipartisan Infrastructure Law. It focuses on advanced manufacturing, IT, and technical services supporting renewable energy, transportation, and broadband infrastructure. Applicants can choose between two tracks: Development or Scaling, each requiring strategies for diversity, equity, inclusion, and worker-centered approaches. The program has a total funding of \$35 million, with awards ranging from **\$500,000 to \$5 million**. **Applications are due by July 1, 2024**. Eligible applicants include state and local governments, nonprofits, higher education institutions, and tribal governments.

### The Innovation Fund

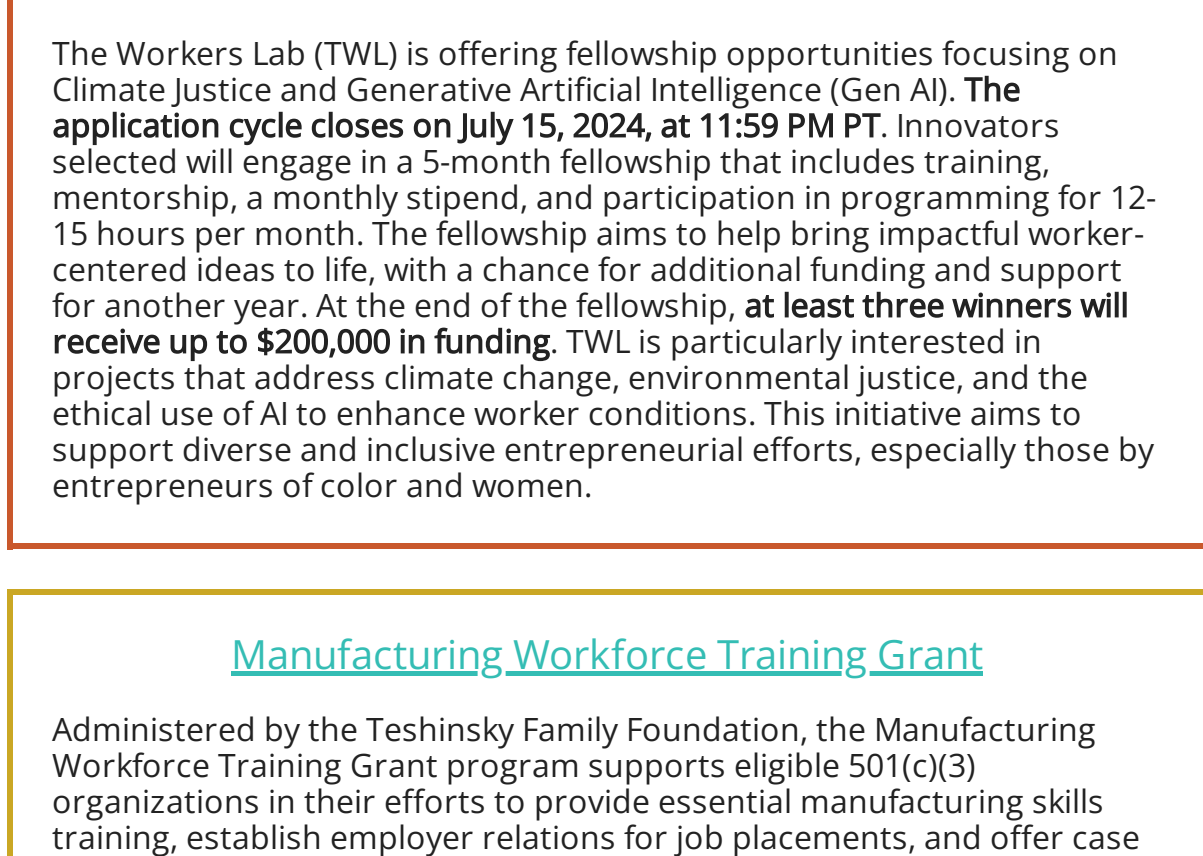
The Workers Lab (TWL) is offering fellowship opportunities focusing on Climate Justice and Generative Artificial Intelligence (Gen AI). The **application cycle closes on July 15, 2024, at 11:59 PM PT**. Innovators selected will engage in a 5-month fellowship that includes training, mentorship, a monthly stipend, and participation in programming for 12-15 hours per month. The fellowship aims to help bring impactful worker-centered ideas to life, with a chance for additional funding and support for another year. At the end of the fellowship, **at least three winners will receive up to \$200,000 in funding**. TWL is particularly interested in projects that address climate change, environmental justice, and the ethical use of AI to enhance worker conditions. This initiative aims to support diverse and inclusive entrepreneurial efforts, especially those by entrepreneurs of color and women.

### Manufacturing Workforce Training Grant

Administered by the Teshinsky Family Foundation, the Manufacturing Workforce Training Grant program supports eligible 501(c)(3) organizations in their efforts to provide essential manufacturing skills training, establish employer relations for job placements, and offer case management services. **Grants ranging from \$25,000 to \$100,000** are available to cover program costs, equipment, or facility enhancements. **Apply by submitting an inquiry form by July 26, 2024**, to be considered for an invitation to apply.

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

## IN SOLIDARITY



As we wrap up this month's newsletter, we want to acknowledge the significance of Pride Month and highlight the ongoing need for inclusive and equitable workplaces for all workers.

June is not only a time to celebrate International Domestic Workers Day and International Sex Workers Day but also to honor Pride Month. According to the latest U.S. Census Bureau data, over 10 US adults identify as LGBTQ+, encompassing lesbian, gay, bisexual, transgender, queer, questioning, or other non-straight and non-cisgender identities. This month we celebrate the progress made while acknowledging the challenges still faced by LGBTQ+ individuals, particularly in the [workplace](#).

Despite advancements like the 2020 Boston's Clayton County ruling, which recognized sexual orientation and gender identity as protected categories against discrimination LGBTQ+ workers still face discrimination and inequity in low-wage industries.

LGBTQ+ workers often endure unstable incomes, lack of benefits, and discrimination, impacting their economic stability and well-being. Businesses play a crucial role in promoting LGBTQ+ equity through inclusive policies and practices. Companies that adopt LGBTQ+ inclusive practices benefit from a more engaged and satisfied workforce, contributing to overall success, including financial performance.

Creating an inclusive workplace involves establishing formal policies, engaging employees in inclusivity training, and regularly assessing workplace climates for equitable treatment. This benefits employees, enhances business performance, and supports broader social goals. As philanthropists, supporting these initiatives helps build a more equitable and just economy for everyone.

Let's commit to supporting the workers leading the fight for justice and equality. All workers, regardless of occupation or identity, deserve dignity, security, and agency.

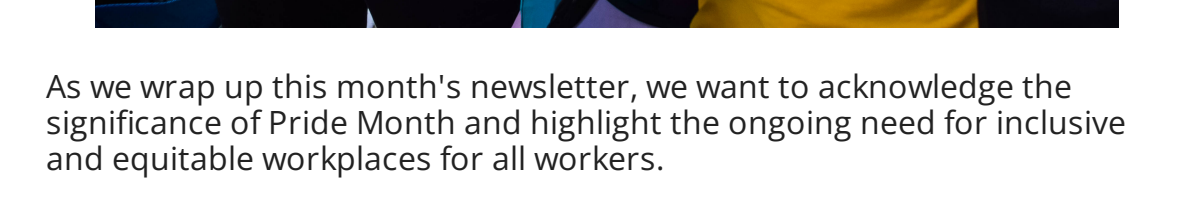
At ReWork the Bay, our vision for an equitable Bay Area also means inclusivity.

Happy Pride Month!

Photo courtesy of YVO-GAI (Yves Olivier Gaijard), a ReWork the Bay partner

## SHARED PROSPERITY IS EVERYONE'S JOB.

**GET INVOLVED**



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