



Hello friends,
August is here, and that also means it is **Black Philanthropy Month (BPM)**, a time to honor and elevate African-descent giving and funding equity. This celebration, founded in 2011 by the incredible Dr. Jacqueline Bouvier Copeland, began as a powerful movement to commemorate the United Nations Year and Decade of People of African Descent. Today, BPM is a global initiative, supported by The Women Invested to Save Earth Fund (WISE), culminating in a multinational summit every August.

My work here at **ReWork the Bay** has solidified my passion for equity-centered philanthropy. Black Philanthropy Month is close to my heart, it is personal. I've navigated this country as a Black woman for 42 years. I've experienced so many of our broken systems. For example: the injustice system as a formerly incarcerated innocent woman, our child welfare system as a vulnerable former foster youth, and I've experienced our post-secondary education system as I navigated both UCB & Georgetown University as a student parent earning my college degrees. My personal experiences, navigating the very systems we aim to change—make the work resonate deeper for me. Having an impact on various levels of systems change as a system-impacted Black woman is empowering! In the words of the great Assata Shakur, **It is our duty to fight for our freedom. It is our duty to win. We must love each other and support each other. We have nothing to lose but our chains.** I'm proud to be part of an organization that believes in the power of giving and takes meaningful action to create a more just and inclusive world. This year's Black Philanthropy Month theme, **Contemporary Afro-futurism** invites us to connect our history and present to inspire innovation to create a more equitable and just future for Black giving. I embody this concept every day through my principles and values, and in my role at ReWork the Bay.

This theme speaks to the heart of what we do at ReWork the Bay. Our belief is in proximate philanthropy—entrusting those with lived and earned experience to lead the way in deploying philanthropic capital. Our **Equity at Work Council (EWC)** embodies this philosophy. This 17-member group of proximate leaders shapes our programmatic strategy, approves grants, and holds us accountable to our budget. This month, we will highlight a few leaders of these remarkable organizations as they embody the principles of Black Philanthropy Month and are paving the way for the next generation of Black philanthropists. Their work is a testament to the power of proximate philanthropy and the importance of equity in all aspects of life, especially here in the Bay Area. Leaders like Precious J. Stroud of **BlackFemaleProject**, Rashida Hanif of **RepresentEd**, Terah Lawyer-Harper of **CROP**, Dr. Carole Dorham-Kelly of **Rubicon Programs**, and Jeffery Wallace of **LeadersUp**. Their dedication and leadership are helping to build a future where Black giving is celebrated, expanded, and most importantly, normalized.

I invite you to join us in supporting organizations that center Black giving. Mark your calendars for **August 28, Giving Black Day**, and consider how your contributions can make a lasting impact. Let's make this Black Philanthropy Month a time of powerful change and celebration. Together, we can empower Black communities and create a more equitable world.

In Solidarity,
Brianna N. Rogers

COMMUNITY UPDATES



Solving the Workforce System's Job Quality Paradox

In May 2023, ReWork the Bay, funded by the James Irvine Foundation, began a partnership with **Path Group** and **AgriCulture** to tackle job quality issues within nonprofit workforce organizations. The collaboration consists of eight California-based nonprofits on a pilotatory research project to enhance job quality, identify improvement strategies, and develop pilot programs tailored for client-facing staff. These organizations are actively researching and will share their findings later next year, offering insights that workforce agencies can adopt to better support their employees.

Client-facing employees—such as case managers, community outreach specialists, and career coaches—play a crucial role in helping job seekers access quality jobs but often struggle with job quality themselves. Many organizations hire staff with lived experiences similar to their clients, often people of color. However, these organizations frequently lack the resources to support their employees' mental, physical, and economic well-being.

Our research project with JFF and Path Group seeks to improve job quality for these vital workers, ensuring they receive the support and recognition they deserve. This initiative reflects ReWork the Bay's dedication to promoting equity and justice in the Bay Area and beyond.

Image credit: Joyce Xi Photography



Announcement: Terah Lawyer Appointed President of CROP

We are thrilled to share that **CROP's** Executive Director, Terah Lawyer, has been appointed as President by the Board of Directors. This move allows CROP to leverage Terah's extensive experience in external affairs, partnership development, and advocacy to expand groundbreaking work to support more Californians returning home from prison. Terah joined our Equity at Work Council as a member in 2023.

In her new role as President, Terah will lead CROP's efforts in fundraising, government affairs, and strategic partnerships. Ted Gray, CROP's Founder in Residence, will serve as interim Executive Director while we search for a permanent replacement.

Join us in celebrating this significant milestone for CROP as we continue to partner with them to reimagine the reentry process by promoting quality careers, stable housing, and restorative learning for justice-impacted individuals.

You may view the full announcement here.

Image credit: ReWork the Bay



Immigrant Workers Win \$60K Settlement from Lee's Deli Restaurants – A Victory Made Possible by Government-Community Partnership

Seventeen Chinese immigrant workers have won a \$60,000 settlement from their former employer, Lee's Deli restaurant. The affected workers, including former dishwashers, prep cooks, sandwich makers, cashiers, and office workers, had dedicated over a decade to Lee's Deli before it permanently closed due to the pandemic. This victory is particularly notable given the challenge of recovering unpaid wages after a business closure.

In January 2024, these workers courageously approached the **Chinese Progressive Association (CPA)**. With outreach, education, and legal support from CPA and the Asian Law Caucus (ALC), in partnership with the San Francisco Office of Labor Standards Enforcement (OSLE), the workers persisted and successfully won back the full wages owed to them, plus one week of vacation pay.

This settlement demonstrates the power of government-community partnerships in advocating for workers' rights and ensuring justice for immigrant workers. CPA has been a long-time member of our Equity at Work Council.

Image credit: Bao Luo



Latino Business Foundation Silicon Valley Awarded 2024 CA Non-Profit of the Year

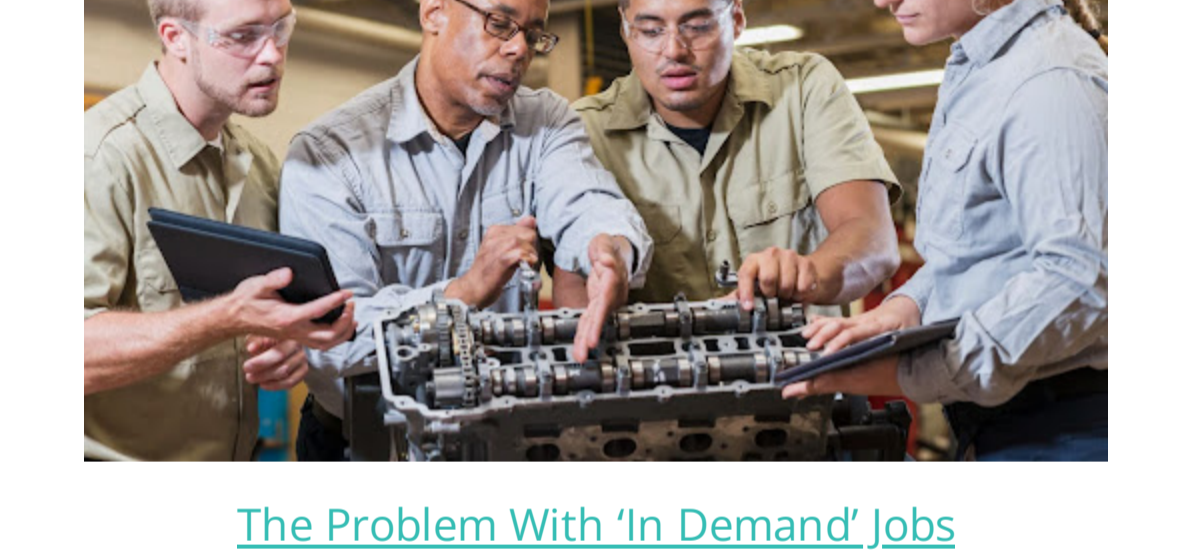
ReWork the Bay is proud to share that the **Latino Business Foundation Silicon Valley**, an esteemed Equity at Work Council member, has been honored with the 2024 CA Non-Profit of the Year award by Assemblyman Ash Kalra! This prestigious recognition is a testament to the hard work and dedication of their team, along with the unwavering support of their community, funders, and supporters.

The Latino Business Foundation Silicon Valley is committed to providing small business education, technical assistance, and advocacy support to entrepreneurs and aspiring business owners. Last year, they supported over 2,900 small businesses and aspiring entrepreneurs. Their **Mujeres Imparables** Program alone supports over 600 members, highlighting the vital role of women-owned businesses.

It's been an incredible journey for them, and we are immensely proud of their collective impact. We are proud to have their leadership represented on our Equity at Work Council since 2022. Congratulations to the Latino Business Foundation Silicon Valley on this well-deserved honor!

Image credit: Latino Business Foundation SV

WHAT WE'RE READING



The Problem With 'In Demand' Jobs

Despite being touted as a solution to economic challenges, federal workforce training programs have been ineffective in significantly improving participants' earnings. Programs such as the Workforce Innovation and Opportunity Act (WIOA) prepare people for low-wage, high-turnover jobs that offer little advancement. The programs prioritize the needs of employers over workers, funneling trainees into jobs that are often undesirable due to poor pay and working conditions. The report calls for a reformed approach that ensures training programs lead to jobs with living wages, benefits, and career advancement opportunities, highlighting successful state-level models, like California's High Road Training Partnerships as potential alternatives.

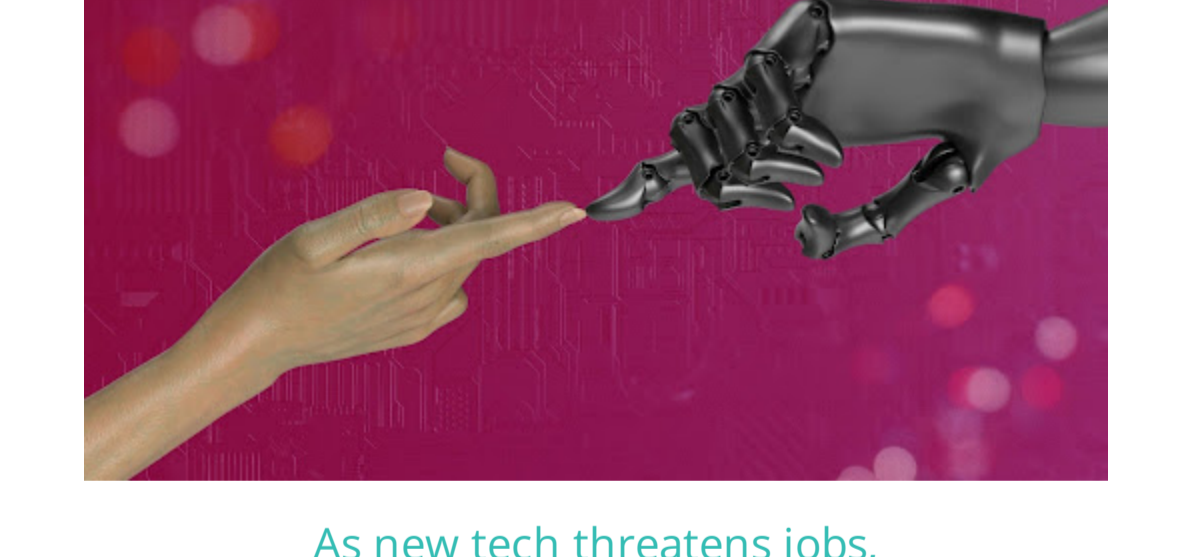
Image credit: AARJ on Stock Photo



State inspectors are supposed to visit all farmworker housing to ensure its safety. Sometimes they used FaceTime instead

Antonio Bravo, a migrant worker from Michoacán, Mexico, experienced appalling living conditions while working in California's agricultural sector. Housed in a dilapidated hotel by his employer, Bravo and his coworkers faced overcrowded rooms, inadequate facilities, and infestations of bedbugs and other pests. Despite complaints to state regulators, no violations were found, highlighting significant gaps in oversight and enforcement. Although Bravo received compensation after legal action, his case is an example of the challenges faced by agricultural guest workers and the state's struggle to ensure safe housing conditions amidst a growing H2A workforce, temporary agricultural workers brought in from other countries under the H2A visa program to fill labor shortages in U.S. agriculture.

Image credit: Tim Muehlstein on Unsplash



As new tech threatens jobs, Silicon Valley promotes no-strings cash aid

As artificial intelligence advances, concerns about job loss have spurred interest in basic income, a concept where the government provides cash aid without conditions. In 2016, Sam Altman, CEO of OpenAI, funded a significant study to explore this idea, inspired by fears of AI-induced unemployment and a desire to combat poverty. The experiment provided 1,000 lower-income individuals in Illinois and Texas with \$1,000 monthly for three years, revealing that most spent the money on essentials like food, housing, and transportation. While participants worked slightly less, they reported improved quality of life and reduced stress, with some pursuing entrepreneurial ventures. Despite its potential benefits, experts like Chris Hughes and Michael Strain argue that basic income alone is insufficient, suggesting enhanced tax credits as a complementary measure. The study's findings contribute to ongoing debates about the feasibility and impact of basic income as a social safety net.

Image credit: Spur Onbevan on Unsplash

[Their first jobs as new immigrants were at Subways. They never received checks, they say.](#)

[Brief: Clean Energy Apprenticeships and People with Disabilities](#)

[Chosen Family: Expanding Paid Family Leave for Diverse Communities](#)

JOB OPPORTUNITIES

Director of Development & Evaluation

The Youth Employment Partnership, Inc. (YEP), founded in 1973, supports low-income and systems-impacted Oakland youth through job training, skill building, education, and transitional housing, serving 500-600 youth annually. YEP is seeking a Director of Development & Evaluation (D&E) to secure funding, oversee program evaluation, manage communications, and support operations. Key responsibilities include grant writing, data reporting, and community engagement. This onsite, full-time position in Oakland, CA, requires a Bachelor's Degree, 5+ years of relevant experience, and strong communication skills. The role offers a **salary range of \$90,000 - \$100,000** and **comprehensive benefits**, including PTO, 15% health & wellness benefits, student loan and education reimbursements, and a retirement plan with matching contributions. Applicants require a cover letter, resume, and a writing sample sent to rr05e@yep.org.

Marin Community Foundation (MCF)

MCF offers careers in philanthropy, combining meaningful work with a fun and passionate team; explore their multiple job openings for opportunities to make a difference in Marin County.

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

FUNDING OPPORTUNITIES

Technical Assistance Program (TAP) 2024-2025

The Technical Assistance Program (TAP) offers state funding to California-based Small Business Technical Assistance Centers, not directly to small businesses. The grant supports new or enhanced consulting and training services, focusing on underserved businesses and regions. Eligible applicants must provide 1-to-1 matching funds from federal or private sources. The program year runs from **October 1, 2024, to September 30, 2025**, with a minimum funding request of \$25,000. Applicants must submit a **Letter of Intent**, and the application deadline is **August 12, 2024**. Total available funding is estimated at \$23,000,000, with awards based on matching funds and program needs. The funding method is reimbursement-based, processed quarterly by CalOSBA.

Possibility Grants by Bay Area Youth (BAY)

Possibility Grants, designed and awarded by Bay Area Youth (BAY) Community Fellows, provide \$100,000 general operating grants to ten organizations in 2024, with flexible terms of one or two years. The grants prioritize organizations that promote a just and equitable society, challenge systems of oppression through cultural or educational, Black liberation values, community-based care, healing, or art, and emphasize intergenerational connections and youth upliftment. Eligible applicants must be 501(c)(3) entities or fiscally sponsored, located in Alameda, Contra Costa, San Francisco, San Mateo, or Santa Clara counties, with a focus on smaller organizations, particularly in Alameda and San Francisco counties. The application window runs from **July 13 to August 19, with awards announced on October 1**.

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

SHARED PROSPERITY IS EVERYONE'S JOB. GET INVOLVED



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