

Bienvenidos todos de mi comunidad! Don't worry, that's all the Spanish for this newsletter. As we enter September, we'd like to honor Latine Heritage Month. This month-long celebration begins on September 15 and ends on October 15. It begins mid-month to include many Independence Day anniversaries, including Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua on September 15, as well as Mexico on September 16 and Chile on September 18.



Latine Heritage Month (pronounced la-tee-ney), originally recognized as Hispanic Heritage Month, reflects a growing movement toward inclusivity and equity. While "Hispanic" had been widely used to describe Spanish-speaking communities, it excludes Indigenous, Afro-Latine, and non-Spanish-speaking groups like Brazilians. At ReWork, we use *Latine* to honor the full spectrum of identities within the Latin American community, embracing a gender-neutral term rooted in cultural inclusivity. Just as the fight for labor rights demands fairness for all workers, the shift to *Latine* reflects our commitment to acknowledging the diversity and dignity of all people within this vibrant community.

The fight for labor rights has long been a crucial part of Latine heritage, particularly in California. From the [Oxnard Strike](#) in 1903 to the [Delano Grape Strike](#) in 1965, Latine activists and workers have been at the forefront of campaigns for safer workplaces and equitable wages. Labor Day, which we recently observed, serves as a reminder of those historic struggles and the ongoing efforts to create a more just and fair society. Latine workers, especially farmworkers, fought for the basic rights that many of us now take for granted—fair pay, safe conditions, and the right to organize. The legacy of their activism continues to inspire the work we do at ReWork to ensure equitable labor practices across the Bay Area.

Our team at ReWork is dedicated to advancing this mission. In fact, [a meager 7% of Latines have graduate degrees](#), which can lead to absences in job parity and opportunity. My own grandmother and father had to pick tomatoes in Sacramento in the earliest stages of their working careers to make ends meet. With a lack of workplace protections and despite not smoking a day in her life, she battled cancer to the very end of her life.

At ReWork the Bay, we believe in building an equitable future for everyone, and this mission cannot be realized without recognizing and supporting the Latine community's fight for justice. Latine Heritage Month is not only a time to celebrate rich cultural contributions but also to recommit to the ongoing work of equity and inclusion for all.

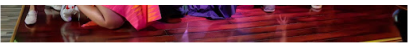
Let's continue to celebrate this legacy and honor the many Latine leaders and workers in *la raza* who have made—and continue to make—history. Latine Heritage Month reminds us that the struggle for equity is far from over, and ReWork is committed to being part of that ongoing fight, ensuring that all workers, especially those from historically marginalized communities, have the opportunity to thrive. If you would like an opportunity to be involved in this meaningful work, [visit us](#) to learn more.

In Solidarity,

Brianna, Janelle, + Rob

COMMUNITY UPDATES





Last month, ReWork the Bay brought together 36 stakeholders—including grantee partners, funders, and Equity at Work Council members—for an unforgettable mixer at Q's Lounge in Oakland. The evening buzzed with energy as Director Rob Hope and Initiative Officer Brianna Rogers unveiled ReWork the Bay's bold new three-year strategy, which promises to:

- Modernize workforce training to meet the demands of a 21st-century economy.
- Launch a signature policy agenda for Bay Area workers.
- Strengthen collaboration and capacity among aligned policy coalitions.
- Expand the impact and scale of ReWork the Bay's efforts.

Attendees were treated to the premiere of a powerful short film by award-winning filmmaker [Niema Jordan](#), capturing ReWork's mission in action. The team also proudly revealed the organization's refreshed mission and vision statements, underscoring the exciting path forward.

The atmosphere was electric—everyone left inspired by the promise of what's to come. ReWork the Bay is poised to make waves in the Bay Area and shape the future of labor across California. Stay tuned—there's so much more ahead!

Image credit: ReWork the Bay


WHAT WE'RE READING



[Tensions in Funder Learning: Reflections on a Participatory Grantmaking Initiative](#)

The Fund for Shared Insight's Participatory Climate Initiative, a four-year effort from 2020 to 2023, explored the complexities of participatory philanthropy, focusing on learning from community members with lived expertise while grappling with ethical tensions around power dynamics, transactional relationships, and the prioritization of funder learning. Through this initiative, Shared Insight engaged community members in designing a grantmaking process, funded 35 groups addressing climate issues, and doubled their grant pool in response to community feedback, while also recognizing the limitations and missed opportunities inherent in a one-time initiative. The insights gained led to the creation of a Participatory Philanthropy Toolkit and have refined Shared Insight's mission to focus on listening to and shifting power to communities most impacted by systemic inequities.

Image credit: SFF



[Low-Wage Work in California Data Explorer 2024](#)

This unique data tool provides a comprehensive analysis of the state's low-wage workforce, offering interactive graphics, tables, research summaries, and downloadable data to help users explore key aspects such as demographics, job characteristics, industries, occupations, earnings, economic security, and geographic distribution. The tool, developed with contributions from researchers Savannah Hunter, Enrique Lopezira, Kassandra Hernandez, and Ken Jacobs, among others, aims to enhance understanding of the challenges faced by low-wage workers in California. The project, supported by The James Irvine Foundation and The California Wellness Foundation, emphasizes accessibility and effective communication to inform policy and advocacy efforts.

Image credit: Liam Martens via Unsplash



[It's Time for Congress to Invest in a More Equitable, Resilient Workforce System](#)

The U.S. House passed bipartisan legislation to modernize the Workforce Innovation and Opportunity Act (WIOA), which guides the nation's public workforce system. However, the bill lacks sufficient funding and strategies to fully support career development and racial equity. Research by the National Fund for Workforce Solutions highlights the need for a reformed workforce system that provides better access to career navigation resources, skills training, and support services, particularly for Black, Latine, and Indigenous workers who face systemic barriers. To build a more equitable workforce system, Congress should invest in industry partnerships, improved data systems, and equity-focused career coaching that enables all workers to advance their careers and achieve economic mobility.

Image credit: Alek Tekli via Unsplash

[California High Court Rules Gig Workers Can Be Treated as Independent Contractors](#)

[Microsoft's World of Warcraft workforce votes to unionize](#)

[What Does a Likely Harris-Trump Matchup Mean for Labor?](#)

[Desegregating Opportunity: Why Uprooting Occupational Segregation is Critical to Building A Good-Jobs Economy](#)

[Oakland Secures \\$15 Million Grant To Bring Broadband Into Underserved Neighborhoods](#)

EVENTS + HAPPENINGS

SHIF Conference: Modernizing Workforce Training for the 21st Century Economy to Empower Workers Beyond Job Placement

Brianna Rogers
Executive Director
Restore the Bay

Adrian Esquivel
Agency Director
Chicago-based Workforce Funders Alliance

Max Alper
Executive Director
North Bay Jobs with Justice

Alison Dickson
Senior Instructor, Center for Education Programs
University of Illinois

Joshua Cox
Executive Director
Intelligence Works

National Fund for Workforce Solutions

[Modernizing Workforce Training for the 21st Century Economy to Empower Workers Beyond Job Placement](#)

We're excited to announce that our very own Brianna Rogers will be speaking at SHIF Conference: *Modernizing Workforce Training for the 21st Century Economy to Empower Workers Beyond Job Placement*, on **September 25, 2024**. Brianna will speak to San Francisco's groundbreaking approaches to workforce development, highlighting how the city is leading the way in integrating job skills training with education on workers' rights. Alongside her, representatives from Chicago will share their insights, showcasing how both cities are pioneering solutions that go beyond one-time programs. These efforts are aimed at creating long-term scalability and integration, setting a new standard where worker empowerment and skill development are deeply interconnected for sustainable career growth. We are incredibly proud to have Brianna showcase our work and invite you to join in exploring these transformative strategies. To attend the conference and learn more about these exciting developments, be sure to [register](#).

Image credit: SHIF

JOB OPPORTUNITIES

[Program Officer](#)

The San Francisco Foundation (SFF) seeks a part-time (50%), exempt Program Officer for its Community Impact department in San Francisco, CA, with **semi-monthly compensation of \$2,634.56**. The role focuses on implementing strategies to advance racial equity and economic inclusion in the Bay Area through grantmaking, leadership development, and community organizing. Key responsibilities include managing the Power Pathway's grant portfolio, coordinating the Women of Color, Women of Power program, collaborating with partners, and providing technical assistance to grantees. Ideal candidates will have an undergraduate degree or equivalent experience, at least four years in the public, nonprofit, or philanthropic sectors, and strong communication skills. SFF values anti-racism, equity, and community-rootedness, and encourages applicants from diverse backgrounds. The Foundation offers a **competitive compensation package**, a hybrid remote work policy, and is committed to diversity, equity, and inclusion in the workplace.

[Rubicon Programs Careers](#)

Rubicon Programs, a non-profit organization dedicated to breaking the cycle of poverty in the Bay Area, is hiring for various full-time positions across different departments. Current openings in Administration include an Institutional Giving Manager and a Payroll Manager, both based in Richmond, California. The Landscape department has multiple roles such as AbilityOne Program Landscape Day Porters in Livermore and Palo Alto, a Landscape Maintenance Gardener (Trainee) in San Francisco, and a Landscape Operations Supervisor in Menlo Park. For those interested in Programs, positions include a CPET Career Coach in Hayward, Impact Coaches in Oakland and Richmond, and a Reentry Coach in Richmond. Rubicon Programs offers opportunities to make a meaningful impact while supporting community development and individual empowerment.

[Executive Director](#)

The California Workforce Association (CWA) is seeking an Executive Director based in Sacramento, California, with a salary range of **\$180,000 - \$210,000**. The Executive Director should be a dynamic and strategic leader, known for integrity, fairness, and leading by example. Key responsibilities include managing a small team, prioritizing critical issues, and executing key initiatives. The ideal candidate should be politically savvy, an effective communicator, and skilled at building strong partnerships across California. They should also be comfortable representing the organization at board meetings, media events, and public engagements.

[Board Members Wanted - Potrero Group](#)

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



[Good Jobs in Clean Energy Prize](#)

The Good Jobs in Clean Energy Prize, launched by the U.S. Department of Energy (DOE), offers over \$3.3 million to support place-based coalitions focused on creating and expanding access to good jobs in the clean energy sector. The prize aligns with the Biden-Harris Administration's Investing in America agenda and emphasizes "High Road" economic and workforce development strategies. **The competition has three phases, with awards ranging from \$50,000 in Phase One to up to \$300,000 in Phase Three for top-performing coalitions.** Eligible coalitions must include representatives from labor organizations, clean energy employers, community-based organizations, public agencies, and education and workforce providers. **Submissions for Phase One are open until January 31, 2025.**

[California State Nonprofit Security Grant Program CSNSGP](#)

California State Nonprofit Security Grant Program (CSNSGP)
The California State Nonprofit Security Grant Program (CSNSGP), offered by the California Governor's Office of Emergency Services (Cal OES), provides \$76 million in funding to support target hardening and physical security enhancements for nonprofit organizations at high risk for violent attacks and hate crimes based on their ideology, beliefs, or mission. Eligible applicants are California-based 501(c)(3) nonprofit organizations or automatically exempt entities like churches, mosques, and synagogues. The grant sub-award period runs from December 1, 2024, to December 31, 2026. **Proposals must be submitted electronically by 11:59 pm PDT on September 23, 2024.**

[2024-25 California State Nonprofit Security Grant Program \(CSNSGP\) RFP](#)

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



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