



Did you know that 1 in 4 adults in the U.S. have a disability, and more than 1 in 4 young adults today will likely face some form of disability before reaching retirement age? Disability is not something that happens to "someone else"—it's a reality that touches all of us, directly or indirectly, and building inclusive, supportive workplaces should be a priority for everyone. [National Disability Employment Awareness Month \(NDEAM\)](#), recognized every October since 1988, celebrates the contributions of disabled workers and promotes the importance of creating equitable opportunities in the workplace. The history of NDEAM dates back even further, to 1945, when the first national week recognized the contributions of workers with physical disabilities was established. Today, it has evolved into a month-long commemoration for individuals with visible and invisible disabilities that continues to push for more inclusive work environments.



This year's NDEAM theme, "Access to Good Jobs for All," reflects the urgent need to expand and improve job opportunities for people with disabilities. As we push for equity across the workforce, it's clear that we must do more to ensure disabled workers are not left out of the conversation. One promising approach is through inclusive apprenticeship programs that make pathways to good jobs more accessible for disabled workers. An example is the work being done by the [Urban Institute's Partnership for Inclusive Apprenticeship Project](#), which focuses on designing and implementing apprenticeship programs that support the inclusion of people with disabilities and other underrepresented groups. These programs provide on-the-job training that opens doors to careers that have historically been out of reach for many. It's an example of how we can build a workforce that doesn't just include but empowers people with disabilities.

At ReWork the Bay, we echo this sentiment by advocating for employment equity and creating spaces where every worker, regardless of ability, can thrive. As we celebrate NDEAM, we're reminded that making work truly accessible is not only a moral imperative but also an economic one—because when all workers can fully participate, everyone benefits. To learn more about how ReWork the Bay is driving systematic change to create equitable employment opportunities for all, including individuals with disabilities, visit our [Systems Change Projects](#) section on our website.

In Solidarity,

Brianna, Janelle, + Rob

## COMMUNITY UPDATES



### Farewell to Departing Equity at Work Council Members

With deep gratitude, the ReWork team bid farewell to the following leaders who transitioned off of the Equity at Work Council (EWC) as members:

- Tammiel Gilkerson - Chancellor, Peralta Community College District
- Kalton Williams - Cultural Technologist, Impact America Fund
- Alma Soto - former Executive Director, Jobs with Justice San Francisco

We extend our deepest gratitude for their unwavering dedication and invaluable contributions to our Equity at Work Council. Their leadership and visions have been instrumental in driving our mission and proximate philanthropy efforts forward. While we will miss their presence, we wish them all the best in their future endeavors and look forward to their continued support and engagement in new capacities as alumni members.

Thank you, Tammiel, Alma, and Kaiton, for your service and commitments.

Image credit: ReWork the Bay



### Welcome Drew Kriens & The 1440 Foundation!

We are excited to welcome Drew Kriens, Program Officer at [1440 Foundation](#), as the newest [funder member](#) for ReWork the Bay. Drew brings a wealth of experience from the 1440 Foundation, an organization that aligns with visionary leaders and invests in practical solutions for inner well-being, community building, and collaborative Pancreatic cancer research efforts. At 1440, Drew and his team focus on catalyzing change by supporting programs that have a real-world impact—values that are perfectly aligned with ReWork the Bay's mission of proximate philanthropy. We look forward to Drew's insight and partnership as we continue to drive meaningful change across the Bay Area.

Image credit: 1440 Foundation



### SHIFT the Experience! ReWork the Bay & Partners' Workshop Presentation a Success!

On September 25, 2024, Brianna Rogers (Initiative Officer on the ReWork the Bay team) co-facilitated the workshop, [Modernizing Workforce Training for the 21st Century Economy to Empower Workers Beyond Job Placement](#), at the National Fund for Workforce Solutions' SHIFT Conference. She highlighted San Francisco's innovative approaches to workforce development, focusing on integrating job skills training with education on workers' rights. Representatives from Chicago also shared their insights, showcasing how both cities are pioneering long-term, scalable solutions that intertwine worker empowerment with skill development. This workshop emphasized the importance of creating sustainable career growth by ensuring training programs enhance skills and educate workers about their rights, setting a new standard for workforce development.

Image credit: Brianna Rogers

## WHAT WE'RE READING



### [Thousands of Bay Area Hotel Workers Go on Strike as Contract Talks Stall](#)

Thousands of unionized hospitality workers across the Bay Area and nationwide went on strike as contract negotiations stalled. Around 1,500 members of Unite Here Local 2 in San Francisco, San Mateo County, and San Jose are demanding higher wages, better health benefits, and relief from "painful workloads" after their contracts expired in August. Workers at major hotels, including Grand Hyatt, Hilton, and Westin St. Francis, have been striking for improved conditions. Hotel representatives expressed disappointment but stated they are offering competitive benefits while negotiations continue. Strikes have spread to 12 locations, including Boston, Seattle, and Honolulu.

Image credit: Sam Worra on Unsplash



### [Fearless Fund Drops Grant Program for Black Women Business Owners in Lawsuit Settlement](#)

The Fearless Fund, a venture capital firm supporting women of color entrepreneurs, has shut down its grant program for Black women business owners as part of a settlement with a conservative group. The group, led by Ed Blum, had sued the fund, claiming the program was racially discriminatory. A federal court ruling previously ordered the program's suspension, with the court likely to side with Blum. Fearless Fund co-founder Arian Simone expressed disappointment but vowed to continue empowering women of color. Despite this, the settlement avoids setting a legal precedent, and the Fearless Fund will continue its other operations, including launching a new \$200 million loan fund for under-resourced business founders.

Image credit: Christina on Unsplash



### [Economic Impacts of a Wage and Benefit Labor Standard for the Bay Area Residential Decarbonization Industry](#)

Decarbonizing our building stock is essential for reducing emissions and combating climate change. Click the link to read more about the economic impacts of adopting labor standards in the residential decarbonization industry in the Bay Area. By comparing the current industry status to potential labor standards, this study reveals that implementing these standards could significantly improve worker earnings and benefits, enhance racial equity, and boost the local economy. Despite concerns about increased costs, the findings suggest that the benefits, including higher wages, better health insurance, and retirement plans for workers, outweigh the potential rise in consumer prices. The report also shows these changes can maximize the impact of climate investments.

Image credit: Raze Solar on Unsplash

- [A Mass Shooting Revealed Their Brutal Living Conditions. Will New Housing Ease These Farmworkers' Trauma?](#)
- [Hungry for Good Jobs: Food Service Workers in Public Schools](#)
- [Providing Access to Voting through the American Job Center Network](#)
- [Homeroom Founder Shares Secrets Behind Oakland Restaurant's Success](#)

## EVENTS + HAPPENINGS

### EDGE NETWORK TABLE TALK

PRE-APPRENTICESHIP, APPRENTICESHIP, AND EARN AND LEARN OPPORTUNITIES IN CALIFORNIA

TUESDAY, OCTOBER 29, 2024 | 11:30 AM - 1:30 PM  
CA STATE CAPITOL SWING SPACE,  
1021 O STREET, ROOM 8010 & VIA ZOOM

#### SPEAKERS

Dina Chinnai  
Executive Director, CA EDGE Coalition

Ariya Akopyants  
Policy Director, CA EDGE Coalition

Tom Maloney  
Policy Committee, Speaker of the Assembly

Rebecca Heron  
Executive Director, State-Sector Joint Employer Education Fund and the Bay Area Education Center

Fabrizio S. Sessa  
Executive Director, Sacramento Center Labor Council

### JOIN US!

Join the CA EDGE Coalition for an engaging table talk on apprenticeships, pre-apprenticeships, and earn-and-learn opportunities in California. Hear from experts about the current status of these programs and the impacts of recent state policies and investments on them. Attendees will have the chance to discuss how these opportunities are integrated into their work, share insights, identify barriers, and share ideas for broader implementation.

The session will be hosted in a hybrid format, both in-person and virtual. Lunch will be provided for in-person attendees. There is no cost to attend this event.

LEARN MORE & REGISTER HERE

HTTPS://TINYURL.COM/TABLETALKOCT24

Sponsorship Opportunities - \$500  
Includes recognition on promo materials, agenda, and verbal recognition at the event.  
Email [info@caedge.org](mailto:info@caedge.org) for more info.

### EDGE NETWORK TABLE TALK

Equity at Work Council (EWC) member [California EDGE Coalition](#), is hosting an engaging [Network Table Talk](#) on pre-apprenticeships, apprenticeships, and earn-and-learn opportunities in California. Experts will discuss the current state of these programs, the impact of recent state policies, and how they're shaping the workforce.

Attendees will have the chance to connect, share insights, identify barriers, and explore how these initiatives foster skill development, promote equity, and drive economic growth. This hybrid event offers the opportunity to

and also receiving general information on the opportunity to participate in person with lunch provided or virtually.

Date: **Tuesday, October 29, 2024**  
Time: **11:30 AM - 1:30 PM**  
Location: **CA State Capitol Swing Space, Room 8010 & via Zoom**

Don't miss this important conversation shaping California's labor market!

## JOB OPPORTUNITIES



**RFP**  
Request for Proposal

ReWork the Bay is seeking a Communications Consultant(s) to support the organization's multimedia growth and renewed branding.

We're looking for experts in:

- ✓ Expanding external communications outreach
- ✓ Website updates & advancements
- ✓ Creating engaging multimedia & digital content
- ✓ Communicating brand messaging across social media

*ReWork the Bay*

### [Communications Consultant\(s\) RFP for ReWork the Bay](#)

We are seeking proposals for Communications Consultant(s) to provide a range of services from **January 1, 2025, to December 31, 2025**. Ideal candidates or agencies should have proven experience in managing multiple platforms, strong writing and editing skills, proficiency in graphic design and video editing, and a solid understanding of analytics tools and digital marketing trends. Proposals should include a media strategy, relevant experience, professional rates, details about any subcontractors, work samples, and client references. Submissions must be kept under 10 pages and are **due by October 11, 2024, at 11:59 PM PST**. Late submissions will not be accepted. Questions can be directed to [Janelle Coronado](#) by the deadline.

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

## FUNDING OPPORTUNITIES

### [Opportunity Young Adult Career Pathway Program Grant](#)

The Opportunity Young Adult (OYA) Career Pathway Program Grant for 2024-25, offered by the Employment Development Department, aims to fund projects that create career pathways for young adults (ages 18-28) facing economic inequities. The program seeks to place OYAs in family-sustaining jobs that offer benefits, career advancement, and worker voice. It emphasizes wrap-around support services, including trauma-informed case management, and culturally competent, OYA-centered outreach. Eligible applicants, such as nonprofits, tribal governments, and workforce development organizations, **must submit proposals by November 4, 2024**, and are encouraged to demonstrate 20% matching funding.

### [Workforce Accelerator Fund 13 Grant Program](#)

The Workforce Accelerator Fund 13 Grant Program, administered by the California Workforce Development Board (CWDB) and other state partners, provides up to \$2.7 million in Workforce Innovation and Opportunity Act (WIOA) Governor's discretionary funds to support workforce development projects. The program focuses on creating quality jobs and upward mobility for workers from disadvantaged communities, incorporating High Road principles. Eligible projects include new and existing programs, with **funding ranging from \$150,000 to \$500,000** depending on WIOA experience. **Applications are due by October 28, 2024**.

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

**SHARED PROSPERITY IS EVERYONE'S JOB.**

GET INVOLVED



ReWork the Bay

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