



This November, join us in recognizing Native American Heritage Month—a time to celebrate the rich cultures, invaluable contributions, and ongoing impact of Native American, Alaska Native, and Native Hawaiian communities. While these communities have played a pivotal role in shaping our nation, they continue to face systemic challenges that affect job quality, economic mobility, and representation in the workforce.



Image credit: Dulcey Lima on Unsplash

Did you know that according to the [U.S. Bureau of Labor Statistics](#), between 2019 and 2021, only 28% of American Indians and Alaska Natives (AIANs) held higher-wage management and professional roles, compared to 42% of the overall population? And that nearly half of AIAN full-time workers earned less than \$750 per week. These disparities are stark reminders of the historical and ongoing barriers that impact economic opportunity and job security for Indigenous peoples.

At ReWork the Bay, we believe in tackling these challenges head-on. By centering the voices and leadership of those most affected, we strive to create a workforce system that champions economic justice and supports all workers. We align with efforts such as the [Division of Indian and Native American Programs \(DNAP\)](#), which promotes culturally attuned employment and training services, and the impactful work of the [Council for Tribal Employment Rights](#), a community-based American Indian-owned and operated non-profit organization. They are a nationally recognized leader in employment rights advocacy for Indian Country.

Driven by our commitment to economic equity, ReWork the Bay centers the voices and experiences of those systematically excluded from it. Native American, Alaska Native and Native Hawaiian communities have long faced these barriers, which aligns with our commitment to creating pathways for all workers to thrive. Through initiatives like the [Building Worker Power](#), the Learning Labs, and the Job Quality Project, we're actively transforming the workforce landscape by empowering workers to advocate for fair wages, job security, and safe working conditions.

This month, we invite you to join us in honoring Native American Heritage Month by supporting the work that drives economic justice forward. Whether you're an employer, funder, or community partner, you have a role to play. Discover how you can make an impact—visit our [Get Involved page](#) and join us in advancing this vital mission.

In Solidarity,

Brianna, Janelle, + Rob

COMMUNITY UPDATES





[Release of the Building Worker Power Report](#)

ReWork the Bay is thrilled to announce the release of our [Building Worker Power Report](#)—a landmark study that digs into the core of what we stand for, ensuring that all workers have the conditions and opportunities they need to thrive. This report highlights a critical reality in today's labor market: corporate profit has overshadowed worker needs for decades, leading to unstable wages, poor health coverage, and unsafe working conditions. These conditions don't just impact individual lives; they shape the very fabric of our workforce development system and limit job options available for students and trainees.

This report captures over two years of collaboration with the UC Berkeley Labor Center, Bay Area workforce, and worker organizing groups. Together, we developed a groundbreaking approach that empowers workers to advocate for fair pay and better workplace protections. Through the efforts of our partners, over 200 workers from diverse communities—including Black men, returning citizens, Indigenous and immigrant communities, and multilingual workers—received rights education and leadership training, sparking a new wave of worker advocacy across the region.

Ready to learn more? The Building Worker Power Report contains insights, strategies, and actionable recommendations to transform worker training and job quality. We invite you to explore the future of workforce equity—one where workers lead the charge.

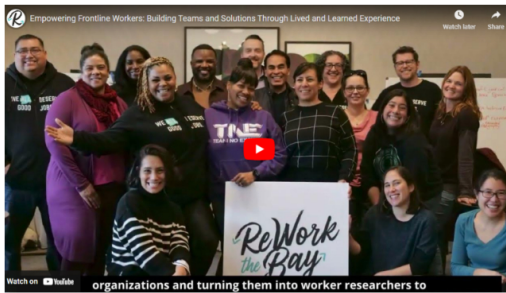


[Amplify the Message – ReWork the Bay Short Film Toolkit](#)

We're excited to announce the ReWork the Bay Short Film Toolkit! This kit is designed to help you share [Equity at Work: ReWork the Bay's Journey to Reimagining an Equitable Economy](#)—a powerful film that goes behind the scenes of our work, spotlighting how leaders across sectors are creating pathways for an equitable, inclusive future for all workers in the Bay Area.

This isn't just a film; it's a call to action. By sharing this [toolkit](#) with your networks, you're helping spread a vision of economic justice far beyond the screen. The toolkit includes sample social media posts, ready-made captions, and direct links to the trailer—making it easy to spread the word.

Why It Matters: The more people engage with this message, the stronger the impact. Together, we can ensure the story of worker empowerment and innovative philanthropy reaches communities across the Bay Area and beyond. Download the toolkit, share the trailer, and help drive this mission forward! Let's amplify the call for workforce equity and drive meaningful change.



[Building Teams and Solutions Through Lived and Learned Experience](#)

What if frontline workers were the ones to tackle their own workplace challenges? ReWork the Bay, in partnership with [Path Group](#), is turning this idea into reality with the [Learning Labs](#). Over two years, this innovative program empowers 16 frontline workers to address critical issues like job flexibility and management support, bringing fresh perspectives on creating better workplaces.

Watch the video now to see the impact of combining lived experience with strategic insights—and discover what's possible when workers lead the charge in shaping their work environments. [Watch here.](#)

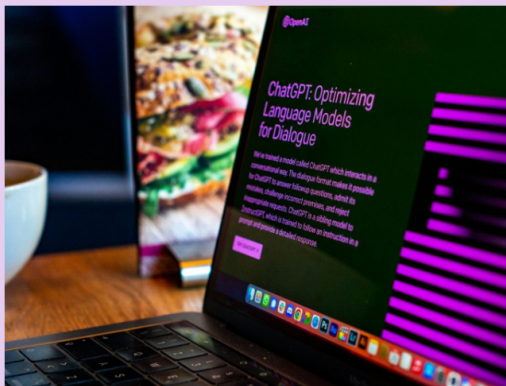




Kaiser Permanente mental health workers begin open-ended strike in Southern California

Over 2,400 mental health workers from Kaiser Permanente in Southern California have gone on strike, making this the second walkout in just over two years. The workers, represented by the National Union of Healthcare Workers, demand more time between patient appointments, wage increases, and pension benefits similar to those given to Northern California clinicians. The strike follows a previous 10-week strike in Northern California in 2022, which led to commitments from Kaiser to hire more therapists and adjust work conditions.

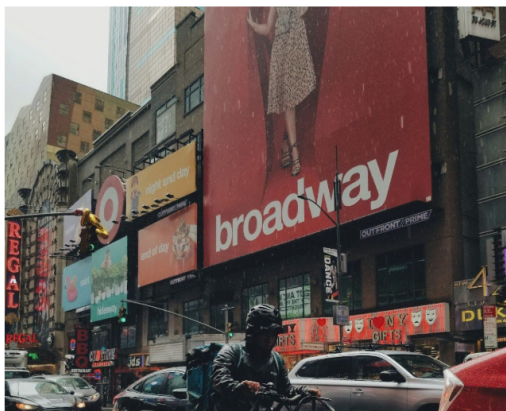
Image credit: Sam Ladley on Unsplash



Generative AI, the American worker, and the future of work

The Brookings report examines the impact of generative AI on jobs and workers, sparked by the rapid advancements following the launch of ChatGPT-3.5 in 2022. Despite workers' concerns about AI's potential to disrupt livelihoods, there's still no clear consensus on ensuring AI development benefits workers rather than harms them. The report highlights the need for proactive measures, such as strengthening employer practices, amplifying worker influence, and shaping public policy to prepare society for AI's effects on the workforce. Brookings aims to guide a future where workers can benefit from AI's gains while minimizing risks to job security and quality.

Image credit: Emiliano Vittoriosi on Unsplash





["We Are So Tired:" What Young Gig Workers Say About the Future of Work](#)

The Workers Lab has released a new study amplifying the voices of over 100 young gig workers aged 16-24, sharing their visions for a fairer future of work. This report, part of the multi-year Gig Worker Learning Project, centers on participatory action research, empowering these workers as active participants to shape the study's direction. By prioritizing historically excluded voices, The Workers Lab aims to drive more inclusive policies and improve working conditions. As a next step, the organization will launch a National Gig Work Survey in 2025 to expand this worker-centered research and advocate for a more equitable economy.

Image credit: Clay Banks on Unsplash

[AI Overwhelmingly Prefers White and Male Job Candidates in New Test of Resume Screening Bias](#)

[Excluding Labor Law Violators from Federal Funding Programs](#)

[AB-2602 Contracts Against Public Policy: Personal or Professional Services; Digital Replicas.](#)

[California's Fast-Food Minimum Wage Hike Didn't Cut Jobs or Raise Prices Significantly, Study Reports](#)

[The Minneapolis Small Business High-Road Labor Standards Intervention Pilot Project](#)

[SF Hotel Worker Strike Enters 6th Week, No Deal in Sight](#)

EVENTS + HAPPENINGS



[California Talent Justice Summit – Advancing Job Quality for Workforce Practitioners](#)

ReWork the Bay is excited to announce that Brianna Rogers will present at the [California Talent Justice Summit](#) alongside our partner, [Jobs for the Future \(JFF\)](#). Their session, "Advancing Job Quality for Workforce Practitioners," is based on findings from the [Job Quality Project](#)—a collaborative effort by ReWork the Bay and Jobs for the Future to tackle critical issues facing the nonprofit workforce.

This presentation offers vital insights from the Job Quality Project, focusing on strategies to improve job quality, enhance worker support, and address systemic challenges across the sector. The Summit will bring funders, nonprofits, and sector leaders together to ignite transformative investment in nonprofit talent. Participants will gain access to models, resources, and strategies to build a nonprofit workforce that is powerful, equitable, and sustainable.

Why It Matters: California's nonprofit workers are the backbone of social impact and organizational success. The Summit and this project-based presentation address workforce challenges impacting mission achievement for nonprofits statewide, empowering attendees to foster cross-sector relationships, commit to meaningful action, and drive positive change in their organizations.

Image credit: ReWork the Bay

JOB OPPORTUNITIES

[Director of Systems Change and Worker Voice](#)

Building Skills Partnership (BSP) in Alameda, CA, seeks a **Director of Systems Change and Worker Voice** to lead policy advocacy and worker empowerment efforts in 2025. This full-time role requires 8+ years in social justice advocacy, labor union experience, fluency in Spanish, and strong skills in policy development, team leadership, communication, and data analysis. **Annual pay is \$104,629.21 - \$108,238.92, with benefits** like health, dental, and vision insurance, plus professional development support. Applications must include a resume, cover letter, and references submitted by the deadline.

[Consultant RFI](#)

Tipping Point Community is seeking **mission-aligned consultants** to join its capacity-building roster to support Bay Area poverty-fighting organizations. Consultants with expertise in program design, performance management, talent, financial sustainability, DEI, operations, governance, and mental health and wellness are encouraged to apply. Consultants will be reviewed on a rolling basis, with selected candidates undergoing a 30-minute interview and reference check before joining the consultant database.

[Vice President of AI Policy](#)

TechEquity seeks a **Vice President of AI Policy** to lead and advance people-first AI policy initiatives within a nonprofit dedicated to economic equity in tech. This remote role requires 10-15 years in technology policy, advocacy, or organizing, with strong strategic, public speaking, and networking skills. Responsibilities include developing AI policy strategy, guiding campaigns, building coalitions, and engaging with stakeholders. The position offers a **salary range of \$128,987 to \$145,810**, plus comprehensive benefits, flexible hours, and a 4.5-day workweek. Applications are open until filled, with a three-step interview process.

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

FUNDING OPPORTUNITIES

[WIOA One Stop Operator Grant](#)

The Workforce Alliance of the North Bay is accepting proposals for the Workforce Innovation and Opportunity Act (WIOA) One Stop Operator grant for program years 2025-2028, covering Lake, Marin, Mendocino, and Napa counties. **Proposals are due by November 15, 2024**. This grant will support efforts to coordinate workforce services across the counties, with annual approval from the Workforce Alliance Board.

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

The Employment Development Department's Opportunity Young Adult (OYA) Career Pathway Program, Evaluation and Technical Assistance (ETA) Grant for Program Year 2024-25 offers up to \$1.7 million to support workforce programs serving young adults (ages 18-28) in building pathways to quality jobs with stable wages, benefits, and career advancement. The selected grantee will provide technical assistance to existing OYA Career Pathway Program partners, focusing on trauma-informed, wrap-around support that enhances participant success in key sectors such as health, infrastructure, and public service. Eligible applicants include community colleges, nonprofits, and workforce intermediaries with experience in providing technical assistance. Proposals are due by **November 15, 2024, 3 p.m. PST**, with a Notice of Intent encouraged by **November 6, 2024**.

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

SHARED PROSPERITY IS EVERYONE'S JOB.

GET INVOLVED



ReWork the Bay

One Embarcadero Center, Suite 1400 | San Francisco, CA 94111
415.733.8500 | reworkthebay.org

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