



SAN FRANCISCO

OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT

City and County of San Francisco /
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Economic and Workforce Development /
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City and County of San Francisco

Attachment H

Principles of Employment Equity

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Employment Equity ensures that OEWD’s programs and services do not disadvantage or limit access, training, or employment opportunities based on race, ethnicity, gender identity, housing status, age, disability, sexual orientation, immigration status, country of origin, language, or justice system involvement.

We acknowledge the intersectionality of each of these characteristics, particularly race and the continuing legacy of anti-Black racism, which disproportionately affects access and opportunity for each of these groups.

OEWD is committed to addressing our responsibility to advance workforce equity through our programs and services by changing the beliefs, policies, institutions, and systems that have limited employment and career success for too many San Franciscans.

Every resident of San Francisco deserves the opportunity to achieve employment and economic success. Our goal is to help develop a skilled and equipped workforce that reflects the diversity and assets of all of the City’s residents.

Our Principles of Employment Equity seek to eliminate disparities based on the following factors:

Factor	Context	Principle
Race	Black/African American, Latinx, Native, and sub-populations of Asian American and Pacific Islander residents face high unemployment, high underemployment, barriers to advancement, limited exposure to social and financial capital, low representation among post-secondary credentials and high wage occupations and industries.	Employment Equity requires that race must not be a pre-determinant of employment opportunities or economic success.
Gender	Women make up 47% of San Francisco’s workforce, yet earn 81% of men’s salaries. They are over-represented in the healthcare, education, and social service sectors and under-represented in law enforcement, computer and mathematical occupations, engineering, construction and transportation. Over 5 times as many women as men work in jobs with poverty-level wages.	Employment Equity requires eliminating occupational segregation and closing the gender wage gap through targeted recruitment strategies that ensure access to higher paying occupations, investment in training and placement strategies .

Factor	Context	Principle
Youth and Young Adults	In April 2020, 26% of young adults 18-24 were unemployed. The more time that young adults spend out of school and out of work, the higher the likelihood that they will be jobless, poor, or dependent on government welfare programs when they are 25- to 29-years-old.	Employment Equity calls for coordination across the educational and workforce development system to ensure that all young people receive the opportunities, resources and support they need in proportion to the barriers they face.
Justice Involvement	Workers who are or were justice-involved face limited work experience, lower education levels, limited social networks, negative stigmas, and restrictions on employment opportunities and professional licenses. 80% of young adults ages 18-25 in Adult Probation lack a high school diploma. 75% were unemployed at the time of arrest.	Employment Equity demands that people involved with the justice system will not be discriminated against in training, employment, or the labor market.
Language	Non-native English speakers and job seekers with limited English proficiency face discrimination, additional barriers to employment, and exclusion from career advancement and middle to high income positions. They are often at risk of exploitation in low-wage positions.	Employment Equity recognizes the importance of creating non-discriminatory, inclusive, and supportive work environments for workers whose primary language is not English, while valuing a multilingual, multicultural workforce by providing equal access and opportunities to build and utilize bilingual language and professional skills.
Affordable Housing Status	Those residents of historically disinvested housing communities are more likely to face significant structural barriers to work, and those that are working are likely to work in low-wage jobs. For example, a 2018 Federal study found that only 74% of subsidized or “public” housing residents were attached to the labor force or participating in work-related activities despite a 3.9% national unemployment rate.	Employment Equity ensures that residents of public, subsidized, and income-restricted housing have targeted and equitable access to training and employment opportunities available through the workforce development system in coordination with housing agencies and community development partners.

Factor	Context	Principle
Seniors and Older Adults	Older workers face ageism and ableism in all stages of the employment process.	Employment Equity affirms that all workers regardless of age should be valued for the skills and experience they offer employers.
Disability	Less than 20% of Californians with a disability participate in the labor market (Oct. 2019). Over 60% of people with disabilities are over the age of 60.	Employment Equity guarantees that people with disabilities get the access, support, and opportunities they need to succeed in the labor market.
LGBTQ+	Up to 50% of transgender people report being unfairly fired or denied employment, while 78% report workplace harassment. A 2020 study found that 36% of all LGBTQ+ workers said that they experienced harassment or discrimination in the workplace.	Employment Equity affirms the rights of all individuals to a safe and healthy work environment, free of discrimination in hiring and advancement.
Currently and Formerly Homeless	According to the 2019 Point in Time Count, people experiencing homelessness reported that the primary cause of homelessness was job loss (26%) and the primary barriers to obtaining permanent housing are largely economic: rent affordability (63%), no job or income (37%), and no money for moving costs (19%).	Employment Equity calls for safe and affordable housing for all residents with needs to workforce services and support as they transition from homelessness to housing stability.
Lack of High School Diploma or GED	Approximately 12% of adults in San Francisco age 25 and over lack a high school diploma or equivalent. Lacking this minimal credential severely limits workforce opportunities as well as the academic skills necessary to participate in job training.	Employment Equity prioritizes educational attainment for all, in partnership with employment outcomes.
Immigration Status	One in three workers in California is an immigrant, with significant numbers working in the manufacturing, healthcare, retail, and hospitality sectors. While some immigrants find workforce success and 41% are business owners, many newer immigrants,	Employment Equity promotes fair and equitable working conditions, culturally and linguistically competent workforce services, and opportunities for qualified job seekers to earn a decent wage

	<p>particularly those without work authorization, face language and digital barriers, cultural and linguistic discrimination, food and housing insecurity, and other challenges that limit their income opportunities and make them vulnerable to wage theft, unsafe working conditions, and exploitation.</p>	<p>irrespective of immigration or work authorization status. This includes employers supporting and utilizing the services of immigrant worker cooperatives and self-employed consultants.</p>
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