

***"Not everything that is faced  
can be changed, but nothing  
can be changed until it is  
faced."***

**-James Baldwin**



CALIFORNIA POPULATION 2020  
(US CENSUS 2018 ACS 5-YEAR SUMMARY)

39,937,489



California has the Largest Population of any State of People of color

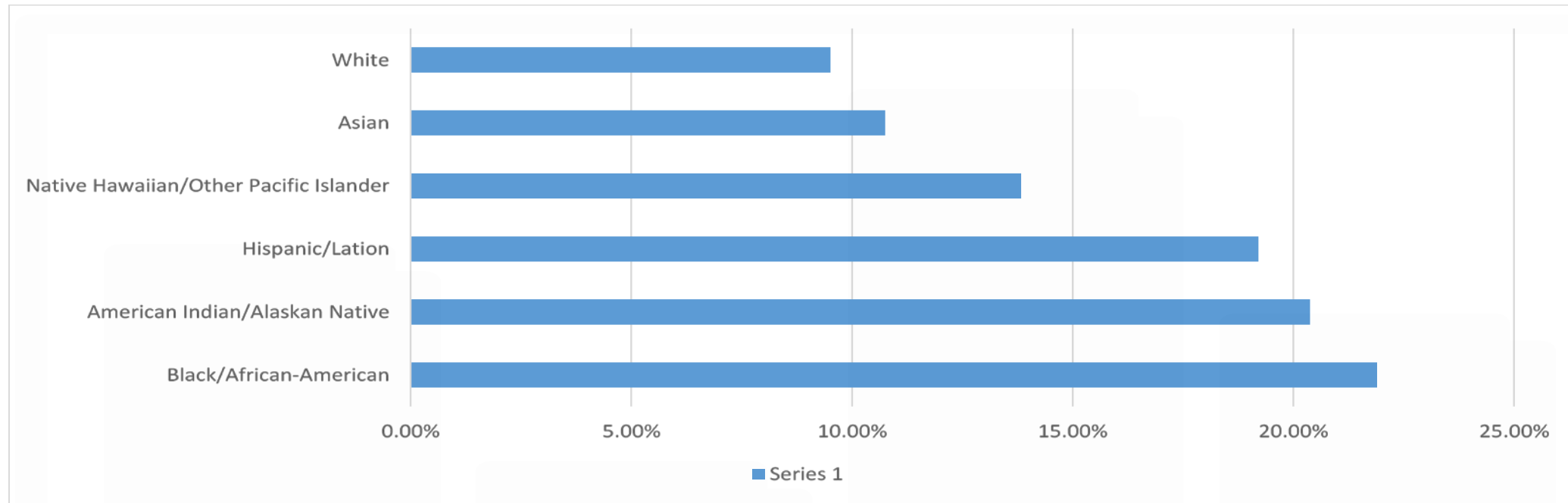
California has the Largest Population of any State of Whites and Hispanics/Latinos

California has the Fifth Largest Population of any State of Blacks/African-Americans

California has the Largest Population of any State of Asians (One-Third of the Nation's Total)

California has the Third Largest Population of any State of Native Americans, behind Arizona and Oklahoma

# CALIFORNIA POVERTY RATES BY RACE

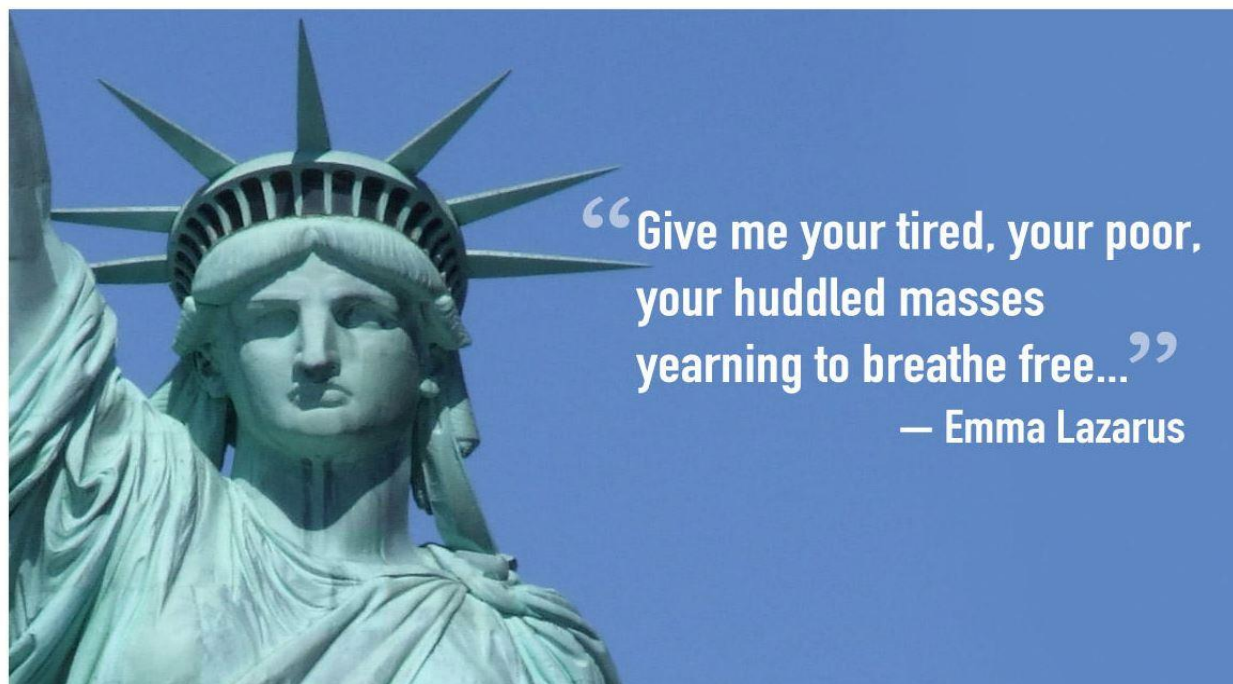


	Total	In Poverty	Poverty Rate
Black/African-American	2,595,936	568,510	21.9%
American Indian/Alaskan Native	638,999	130,227	20.38%
Hispanic/Latino	15,659,433	3,015,092	19.21%
Native Hawaiian/Other Pacific Islander	199,687	27,616	13.83%
Asian	6,110,435	656,872	10.75%
White	14,696,995	1,397,684	9.51%

Blacks/African-Americans are most likely to be in poverty with 21.9% below the poverty level.

Whites are least likely to be in poverty with 9.51% below the poverty level.

The poverty rates among those that worked full-time and part-time, respectively, were 2.97% and 15.81%. For those that did not work, the poverty rate was 22.57%.



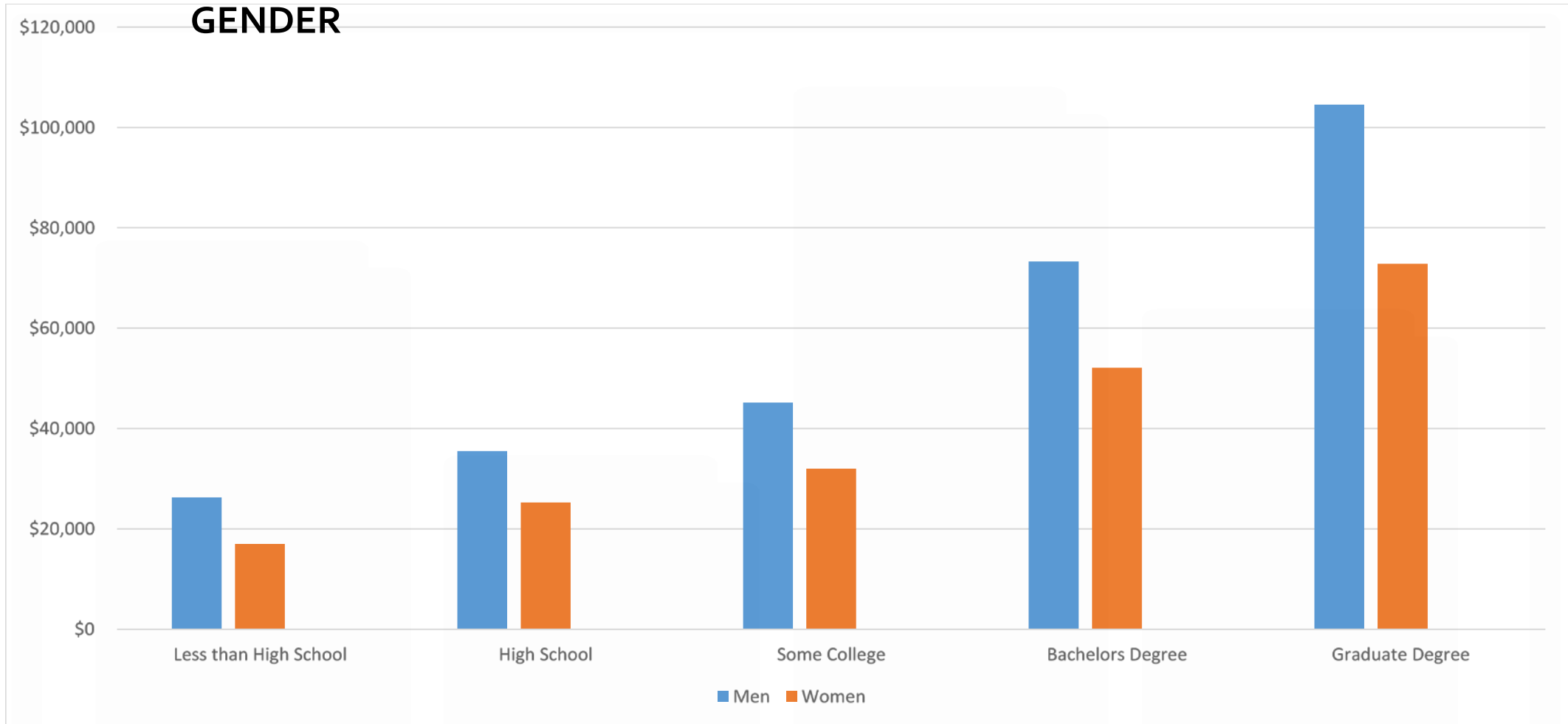
Almost Half of the Nation's Immigrants Live in Three States: California (24%), Texas (11%), and New York (10%)

There are 700,000 Deferred Action for Childhood Arrivals (DACA) Recipients in the U.S.

California has more Deferred Action for Childhood Arrivals (DACA) Recipients than Any Other State (188,420, Average Age at Arrival 7 Years Old)

The Center for American Progress

# CALIFORNIA EARNINGS BY EDUCATIONAL ATTAINMENT AND GENDER



	Men	Women
Less than High School	\$26,283	\$17,025
High School	\$35,495	\$25,295
Some High School	\$45,171	\$32,015
Bachelors Degree	\$73,266	\$52,101
Graduate Degree	\$104,547	\$72,811

# City of Oakland Department of Race and Equity

## **Mission:**

- Create a city where our diversity has been maintained, racial disparities have been eliminated and racial equity has been achieved.

## **Goals:**

- Eliminate systemic causes of racial disparities in City Government.
- Promote inclusion and full participation for all residents of the City.
- Reduce race-based disparities in our communities.

# Oakland Workforce Development Board Race and Equity Analysis

## Oakland Workforce Development Race and Equity Analysis

### Desired Equitable Outcome:

All Oaklanders have economic security and equitable access to workforce development services.

### Disparities:

The communities of East Oakland, Central and West Oakland, where a high number of Black and Latinx residents live, are unemployed at higher rates than the general population

Improving the employment outcomes for residents in zip codes (94621, 94603, 94605, 94601, 94607) with the highest unemployment rates is imperative.

# Oakland Workforce Development Board Race and Equity Analysis

## Identified Action Steps

- Ensure workforce funding is distributed in these zip codes.
- Offer capacity building workshops to organizations in these zip codes.
- Determine assets in the zip codes.
- Explore partnerships with organizations in these zip codes to increase access points.
- Engage residents in these zip codes around workforce needs and wants.
- Address community concerns.



# Oakland Workforce Development Board Race and Equity Analysis

## Identified Action Steps

- Present Analysis and equitable outcome to OWDB for adoption.
- Streamline contracting processes.
- Department of Race and Equity lead workshop(s) with service providers.
- Develop equity tracking tool to report outcomes.
- Meet with services providers on how to track and report equity outcomes.