



# Advancing Workforce Equity in Bay Area

National Equity Atlas



**AS THE BAY AREA GROWS MORE  
DIVERSE, RACIAL EQUITY IS A  
CRITICAL PRIORITY**

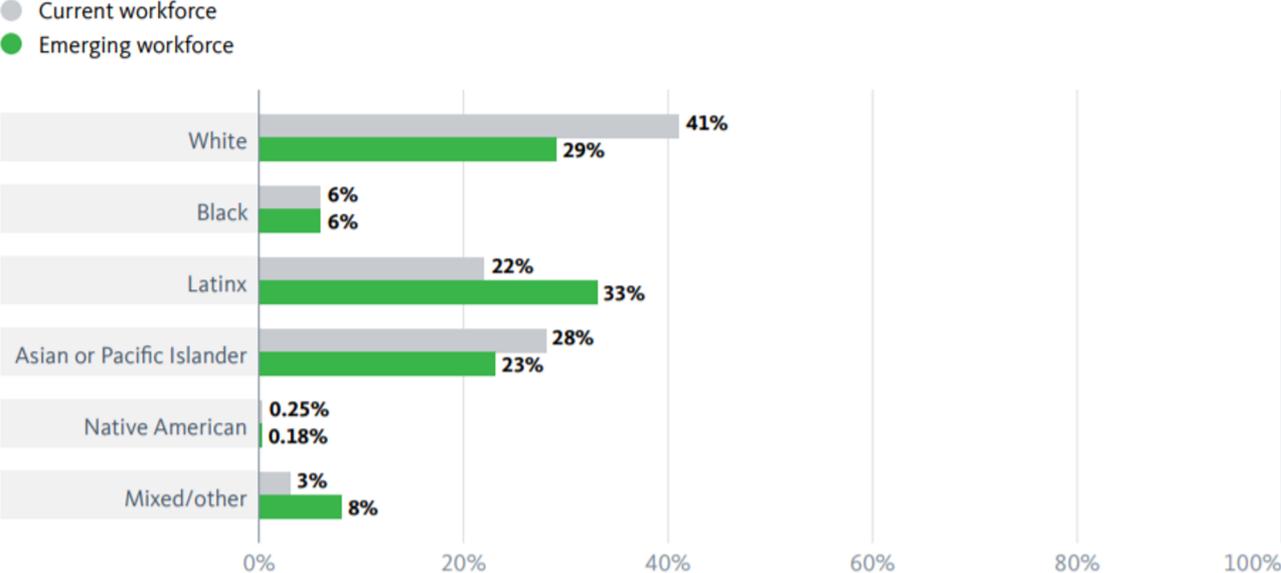


**National Equity Atlas**



# Nearly three out of five workers in the Bay Area region are people of color.

## Current and Emerging Workforce Demographics by Race/Ethnicity, Nine-County Bay Area, 2018

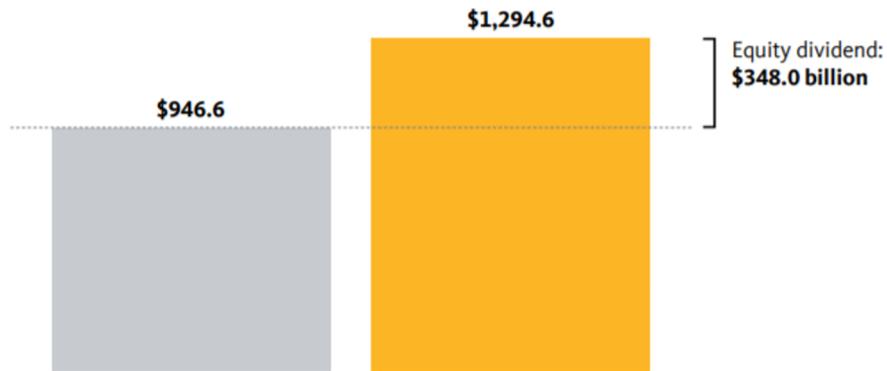


**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe of emerging workforce includes all people under the age of 25 years, while the current workforce includes the employed population between the ages of 25 and 64 years.

## The region's GDP could be \$348 billion (37 percent) larger if racial gaps in income were eliminated.

### Actual GDP and Estimated GDP with Racial Equity in the Workforce (\$ Billions), Nine-County Bay Area, 2018

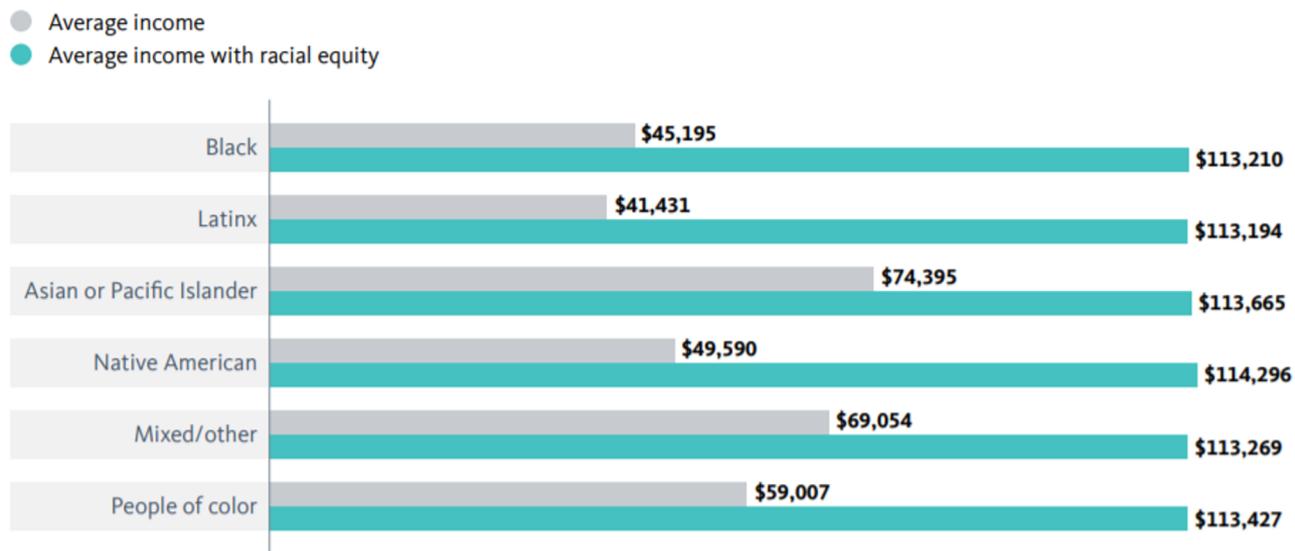
- GDP in 2018
- GDP if racial gaps in income were eliminated



**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the population ages 25–64 years. Data reflect a 2014–2018 average. Values are in 2018 dollars. See the methodology for details on the analysis.

## Racial equity would nearly double the average incomes of people of color, from about \$59,000 to more than \$113,000 per year.

### Annual Income Gains with Racial Equity in the Workforce, Nine-County Bay Area, 2018



**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the population ages 25–64 years. Data reflect a 2014–2018 average. Values are in 2018 dollars. See the methodology for details on the analysis.

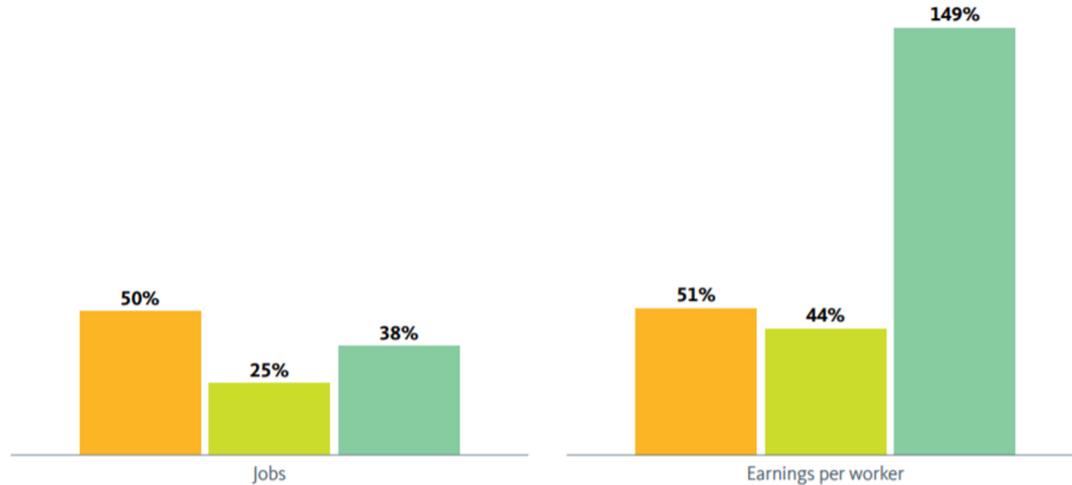
**THE REGION'S PROSPERITY  
IS NOT EQUITABLY SHARED**



## Low-wage jobs have grown twice as fast as middle-wage jobs over the past three decades.

### Growth in Jobs and Earnings by Wage Level, Nine-County Bay Area, 1990–2018

- Low-wage
- Middle-wage
- High-wage

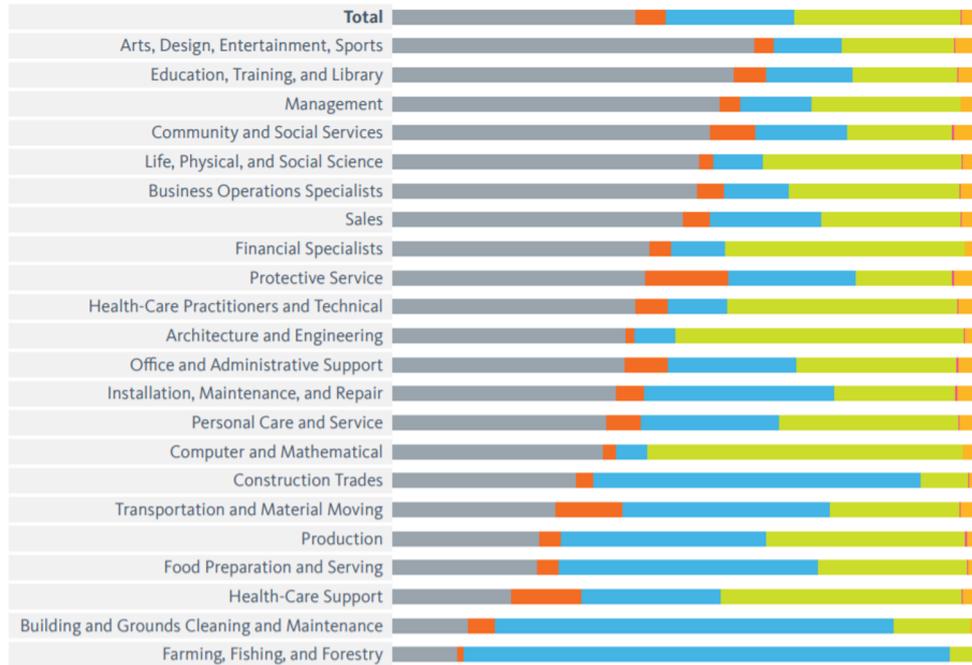


Source: PolicyLink/USC Equity Research Institute, National Equity Atlas, [www.nationalequityatlas.org](http://www.nationalequityatlas.org). Available at: [https://nationalequityatlas.org/indicators/job\\_and\\_wage\\_growth#](https://nationalequityatlas.org/indicators/job_and_wage_growth#). Note: Universe includes all jobs covered by the federal Unemployment Insurance (UI) program.

## Occupational segregation remains a significant challenge for achieving workforce equity.

### Occupational Groups by Race/Ethnicity, Nine-County Bay Area, 2018

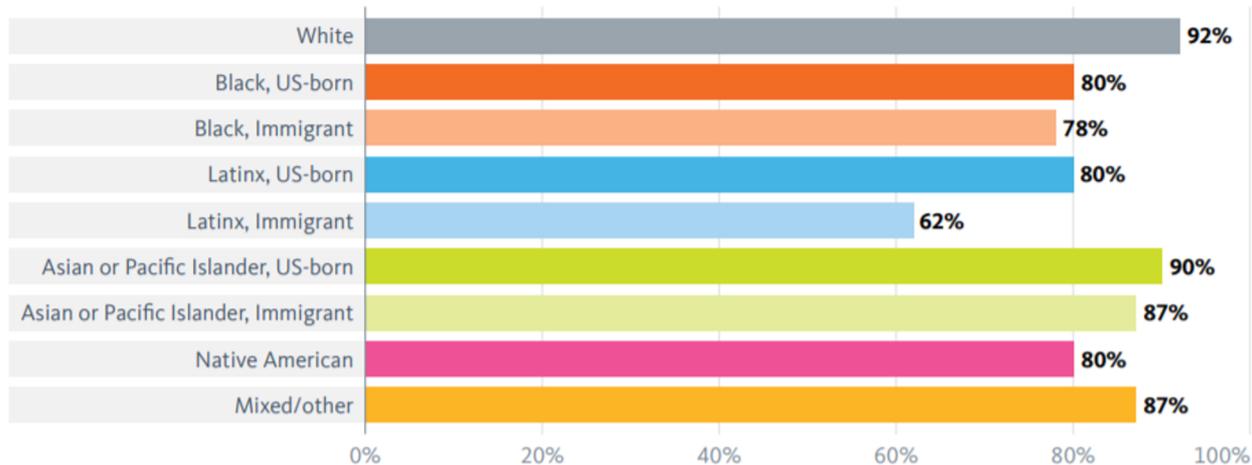
- White
- Black
- Latinx
- Asian or Pacific Islander
- Native American
- Mixed/other



**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the employed population ages 25–64 years. Data reflect a 2014–2018 average.

## Roughly nine in 10 White workers earn at least \$15/hour, but just 62 percent of Latinx immigrants are paid this basic wage.

Share of Workers Earning at Least \$15/Hour by Race/Ethnicity and Nativity, Nine-County Bay Area, 2018

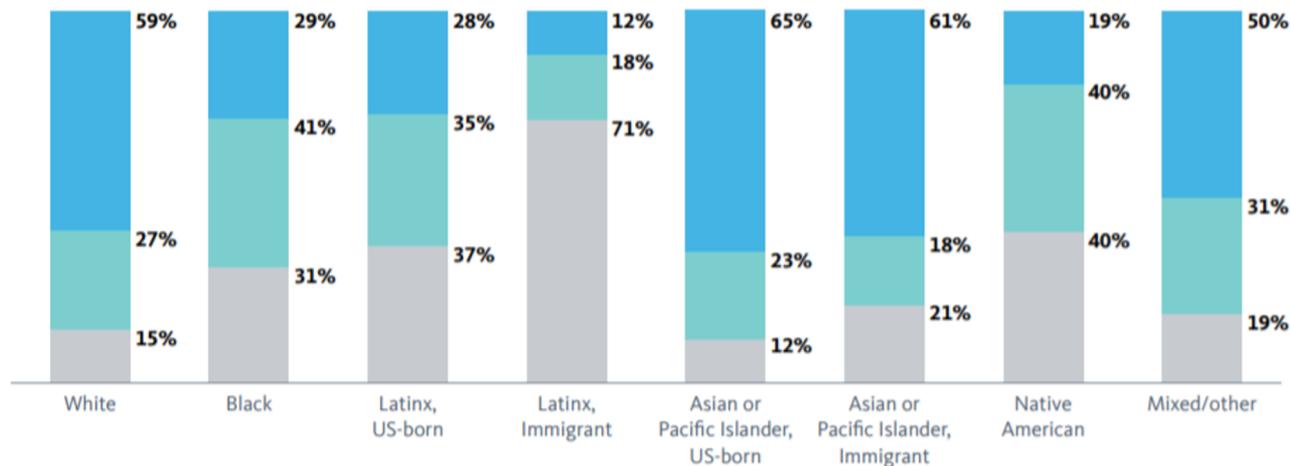


**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes civilian noninstitutionalized full-time wage and salary workers ages 25–64 years. Data reflect a 2014–2018 average. The \$15/hour wage threshold is based on 2018 dollars.

**Just 12 percent of immigrant Latinx, 19 percent of Native American, 28 percent of US-born Latinx, and 29 percent of Black working-age adults in the Bay Area have a bachelor's degree.**

**Educational Attainment by Race/Ethnicity and Nativity, Nine-County Bay Area, 2018**

- High school diploma or less
- Some college or associate's degree
- Bachelor's degree or higher

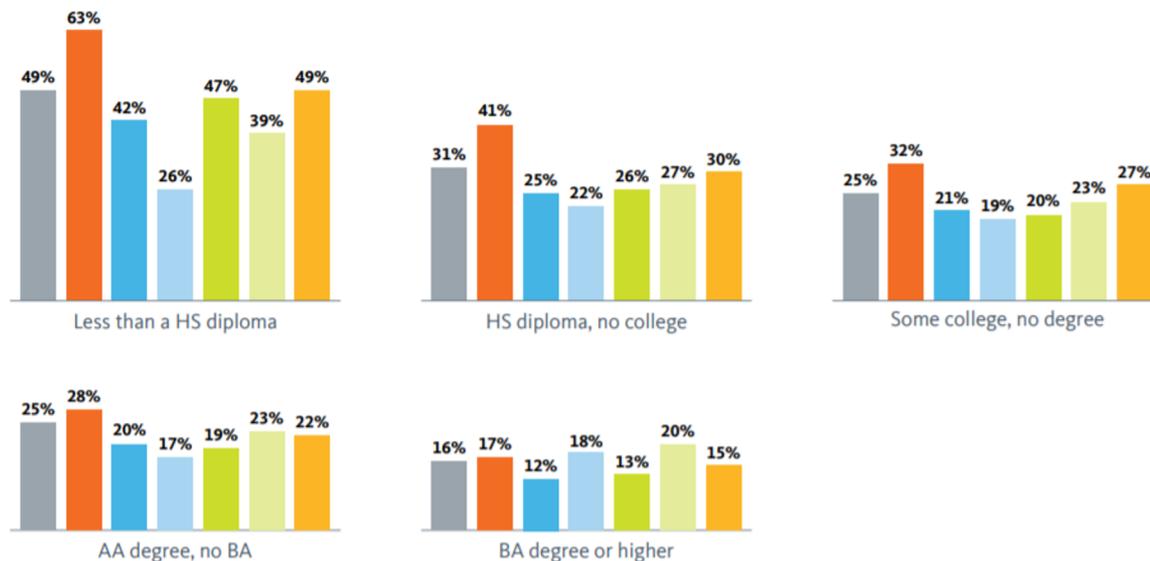


**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the population ages 25–64 years. Data reflect a 2014–2018 average.

## Higher educational attainment narrows racial gaps in employment, but benefits too few workers of color.

### Joblessness by Educational Attainment, Race/Ethnicity, and Nativity, Nine-County Bay Area, 2018

- White
- Black
- Latinx, US-born
- Latinx, Immigrant
- Asian or Pacific Islander, US-born
- Asian or Pacific Islander, Immigrant
- Mixed/other

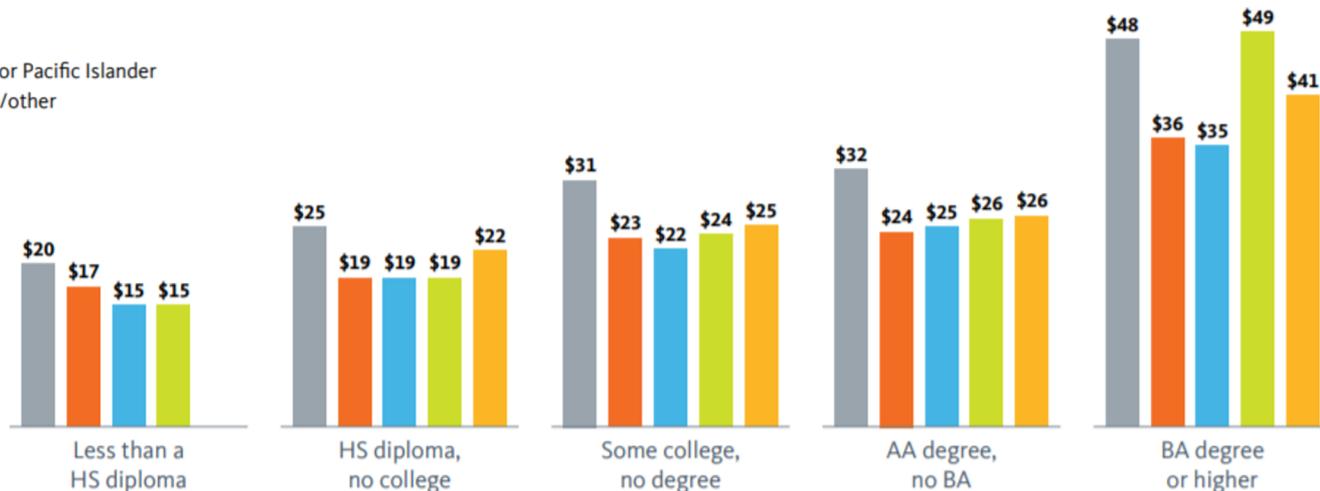


**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the civilian noninstitutionalized population ages 25–64 years. Joblessness is defined as those unemployed or not in the labor force as a share of the total population. Data reflect a 2014–2018 average. Data for Native American workers are not available because of small sample size.

## Black and Latinx workers earn substantially less than their White counterparts at every level of educational attainment.

Median Hourly Wages by Educational Attainment and Race/Ethnicity, Nine-County Bay Area, 2018

- White
- Black
- Latinx
- Asian or Pacific Islander
- Mixed/other



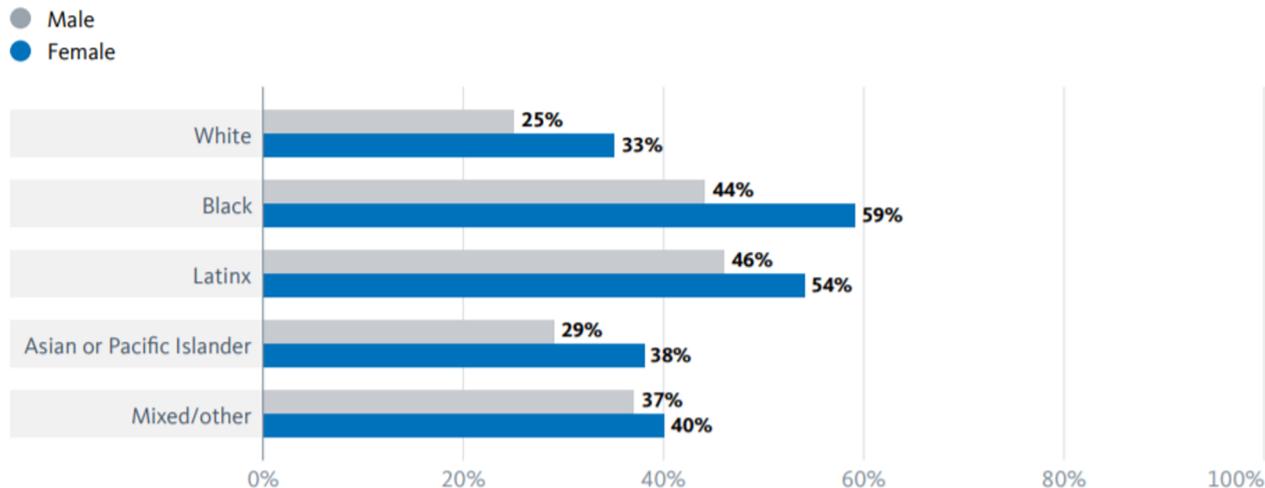
**Source:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes civilian noninstitutionalized full-time wage and salary workers ages 25–64 years. Data reflect a 2014–2018 average. Values are in 2018 dollars. Data for Native American workers, and for mixed/other race workers at certain educational levels, are not available because of small sample size.

**GEOGRAPHIC AND  
POLITICAL BARRIERS  
CURTAIL WORKER POWER**



## More than half of Black women and Latina renters are both rent burdened and economically insecure.

### Share of Renters Who are Both Rent Burdened and Economically Insecure by Race/Ethnicity and Gender, Nine-County Bay Area, 2018

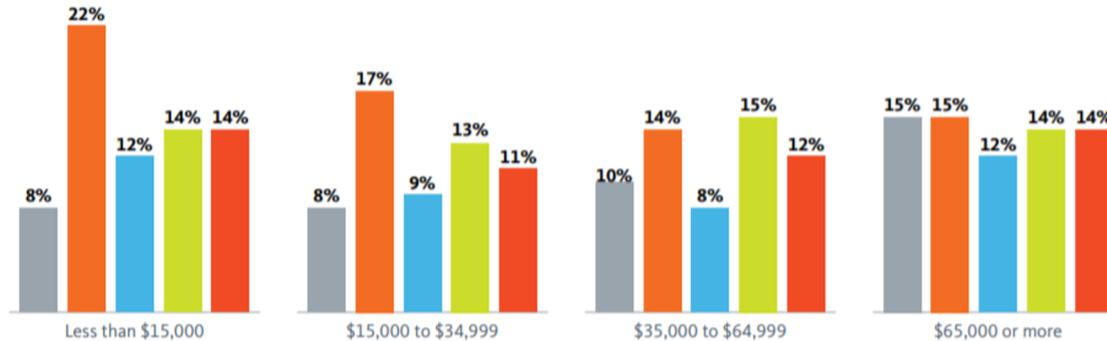


**Source:** Authors' analysis of data from 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes renter households for whom poverty is determined; no group quarters. Rent burden is defined as paying more than 30% of income on rent; economically insecure is defined as having family income below 200 percent of the federal poverty level. Data reflect a 2014–2018 average.

## Low-income Black workers are the most likely to rely on public transportation for their commute, including more than one in five who earn less than \$15,000 per year.

Percent of Workers Using Public Transit by Race/Ethnicity and Annual Earnings, Nine-County Bay Area, 2018

- White
- Black
- Latinx
- Asian or Pacific Islander
- People of color

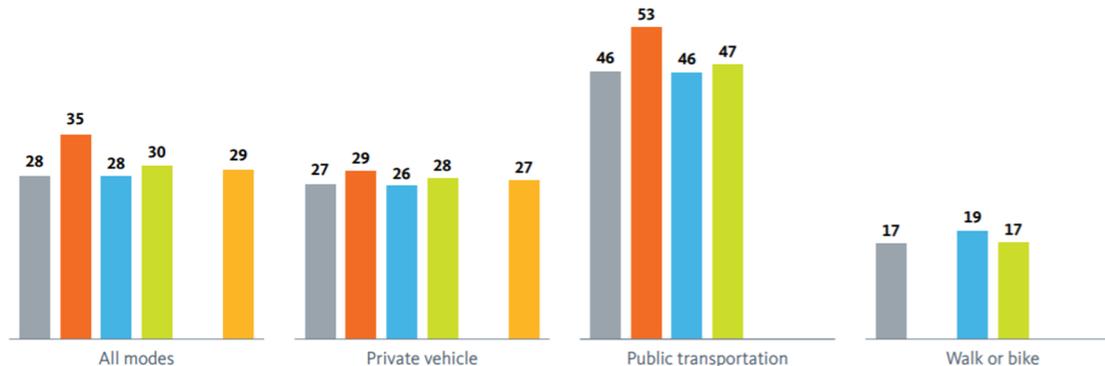


**Source:** Authors' analysis of data from 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes persons age 16 years or older who worked outside the home during the week prior to the survey. Data reflect a 2014–2018 average. Data for some racial/ethnic groups are unavailable due to inadequate sample size.

## Low-income Black workers who rely on public transportation spend an average of 53 minutes traveling to work.

### Average Travel Time to Work (Minutes) for Workers Below 150 Percent of the Federal Poverty Level by Race/Ethnicity and Transportation Mode, Nine-County Bay Area, 2018

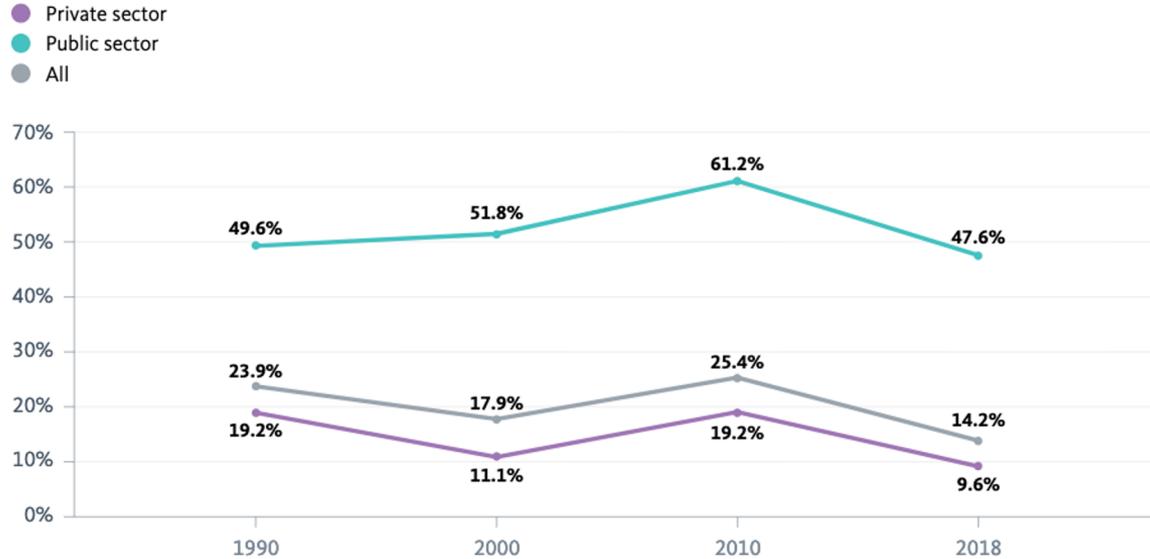
- White
- Black
- Latinx
- Asian or Pacific Islander
- Mixed/other



**Source:** Authors' analysis of data from 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes persons age 16 years or older below 150 percent of the federal poverty level who worked outside the home during the week prior to the survey. Data reflect a 2014–2018 average. Data for some racial/ethnic groups are not available because of inadequate sample size.

## Union membership is at its lowest rate since 1990 for both public and private sector workers.

### Union Membership by Employer Sector, San Francisco-Oakland-Hayward MSA, 1990–2018

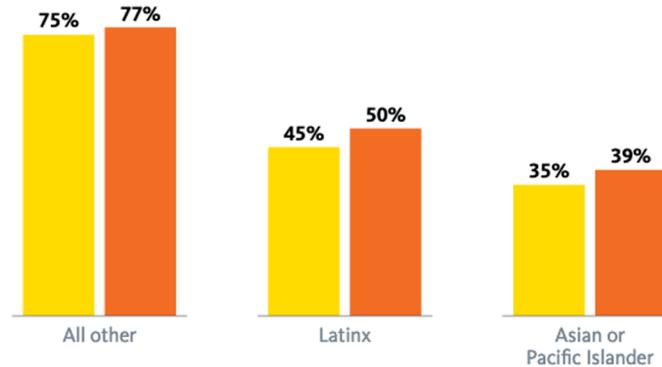


**Source:** Authors' analysis of data from Unionstats.com. **Note:** The San Francisco-Oakland-Hayward MSA includes San Francisco, Alameda, Contra Costa, Marin, and San Mateo counties.

## Eligible Latinx and Asian or Pacific Islander citizens are much less likely to vote than other citizens.

### Voters as Percentage of the Voting-Age Citizen Population by Race/Ethnicity, Nine-County Bay Area, 2012 and 2016

- 2012
- 2016



**Sources:** Author analysis of data from the UC Berkeley Statewide Database and the American Community Survey, 5-year summary files from 2012 and 2016. **Note:** Data on voters are for the November election of each year while data on the citizen voting-age population reflect 2008–2012 and 2012–2016 averages, respectively. Data for Black voters is unavailable because of small sample size.

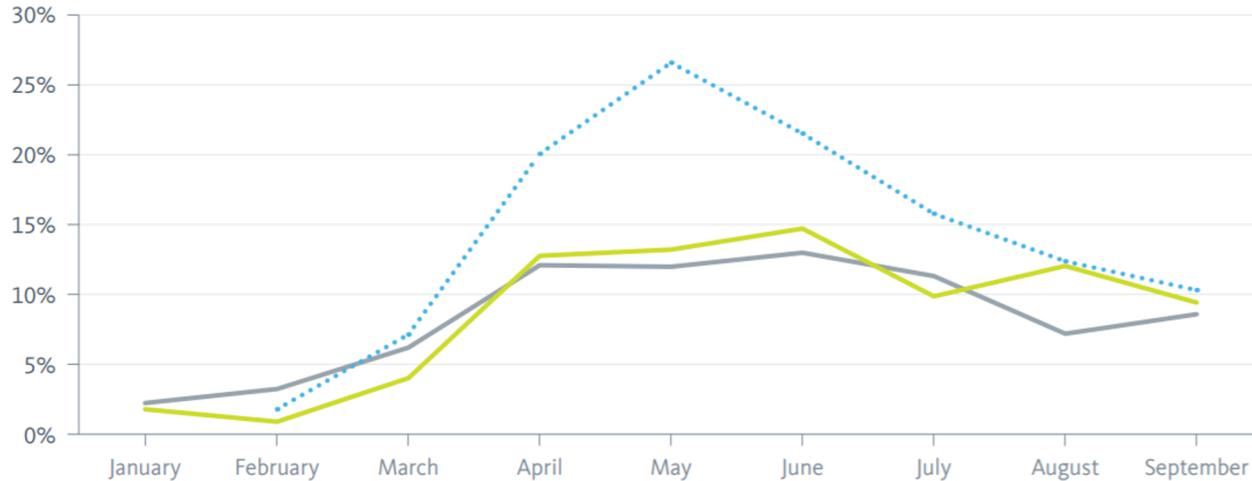
**THE WAVERING COVID-19  
RECOVERY IS LEAVING  
WORKERS OF COLOR  
BEHIND**



## People of color have experienced greater unemployment volatility than White workers.

### Unemployment Rates by Race/Ethnicity, Nine-County Bay Area, January–September 2020

- White
- Latinx
- Asian or Pacific Islander

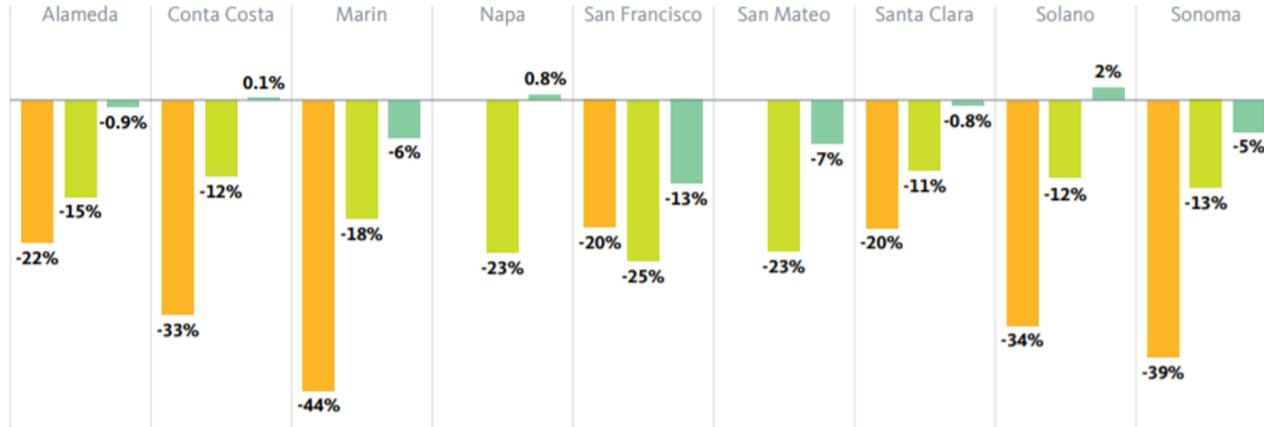


**Source:** Unemployment estimates from the Current Population Survey (CPS) microdata from IPUMS USA. **Note:** Dotted line denotes two-month rolling average of unemployment rate because of small sample sizes. Black workers could not be included in this analysis because of small sample size.

## In most Bay Area counties, employment losses have hit low-wage workers the hardest.

### Percent Change in Employment by Worker Annual Wage Level by County, January–October 2020

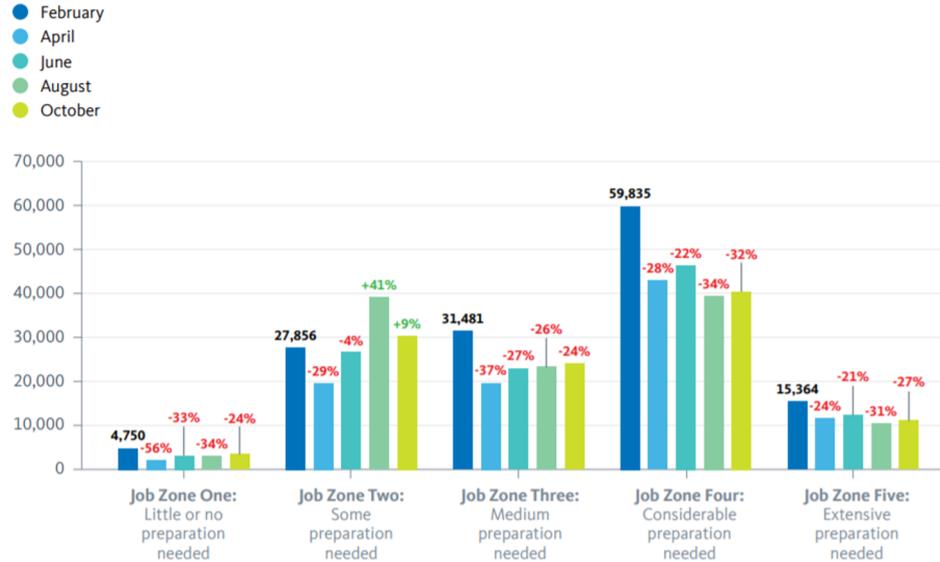
- Low-wage workers (< \$27k)
- Middle-wage workers (\$27k–\$60k)
- High-wage workers (> \$60k)



Source: Opportunity Insights Economic Tracker.<sup>17</sup>

The early labor market recovery has been concentrated in jobs that require only some preparation and training. Postings for jobs requiring more formal education, training, and experience remain down significantly from the February 2020 baseline.

Monthly Job Postings by Degree of Preparation Required, Nine-County Bay Area, February–October, 2020



Source: Authors' analysis of Burning Glass Technologies data on monthly job postings, using O\*NET occupational classifications. Note: For more information on job zone definitions, see <https://www.onetonline.org/help/online/zones>.

**GOOD JOBS ARE THE  
CORNERSTONE OF  
WORKFORCE EQUITY**



## Characteristics and Examples of Stable Jobs by Typical Education Requirements, Bay Area, 2019

### Characteristics of stable jobs:

- Living-wage compensation: Average annual wage for the occupation is sufficient to sustain a working family—\$47,362 each for two full-time workers in a household of four, in the Bay Area.<sup>20</sup>
- Strong or growing base of employment: The number of jobs is projected to grow or to remain relatively stable for the next decade—employment in the occupation is not declining by more than 10 percent over 10 years, or more than 2 percent over 10 years for small occupations.
- Automation resilient: The occupation has a probability of computerization lower than 50 percent, given the full array of tasks that comprise the role and assuming that the current course of corporate-driven trends in automation continues. Automation risk is best calculated in terms of the likelihood of computerization of the underlying tasks that make up a given occupation, which can lead to worker displacement.<sup>21</sup> Very few jobs consist *entirely* of tasks that can be computerized,<sup>22</sup> but most occupations include enough automatable tasks to be considered at risk of automation. The national average risk is about 52 percent, indicating that about half of job tasks performed by the US workforce can be automated.<sup>23</sup>

### Example occupations accessible to workers with a high school diploma or less:

- First-line supervisors of retail sales workers
- First-line supervisors of nonretail sales workers
- Sales representatives of services, except advertising, insurance, financial services, and travel

### Example occupations accessible to workers with a postsecondary certificate, license, or vocational training through an apprenticeship:

- Electricians
- Plumbers, pipefitters, and steamfitters
- Emergency medical technicians

### Example occupations accessible to workers with an associate's degree:

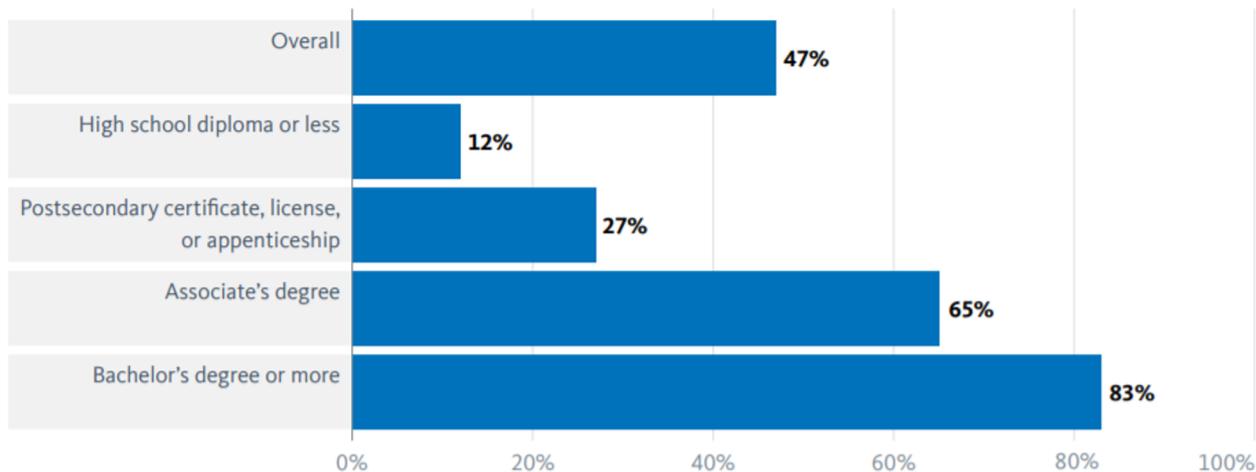
- Registered nurses
- Surveyors, cartographers, and photogrammetrists
- Air traffic controllers and airfield operations specialists

### Example occupations accessible to workers with a bachelor's degree or higher:

- Elementary and middle school teachers
- Software developers
- Civil engineers

## Just under half of Bay Area workers are in stable jobs.

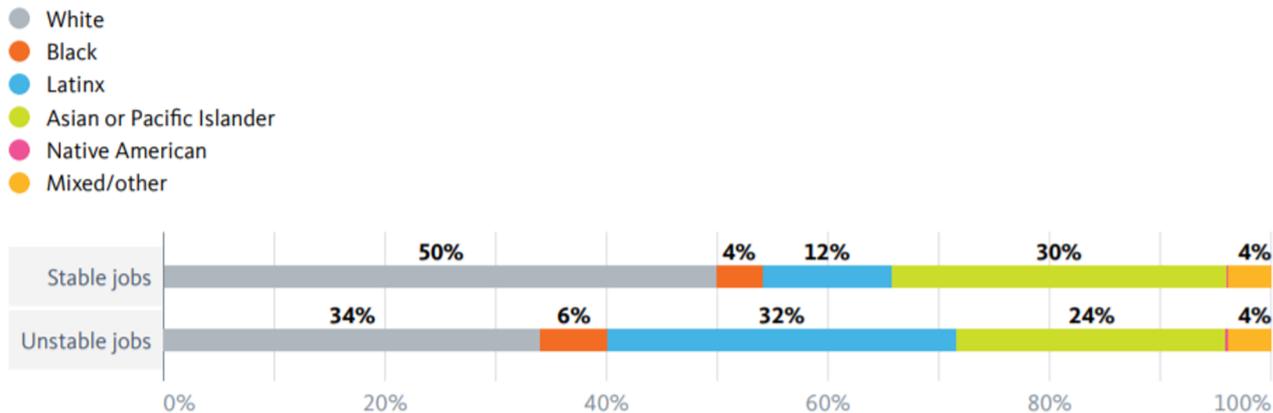
Share of Workers in Stable Jobs, Overall and by Educational Requirements, Nine-County Bay Area, 2019



**Sources:** Employment from 2018 5-year American Community Survey microdata from IPUMS USA, and occupational characteristics from Burning Glass job posting data and 2018 5-year American Community Survey microdata from IPUMS USA.

## White workers are particularly overrepresented in stable jobs while Black and Latinx workers are underrepresented.

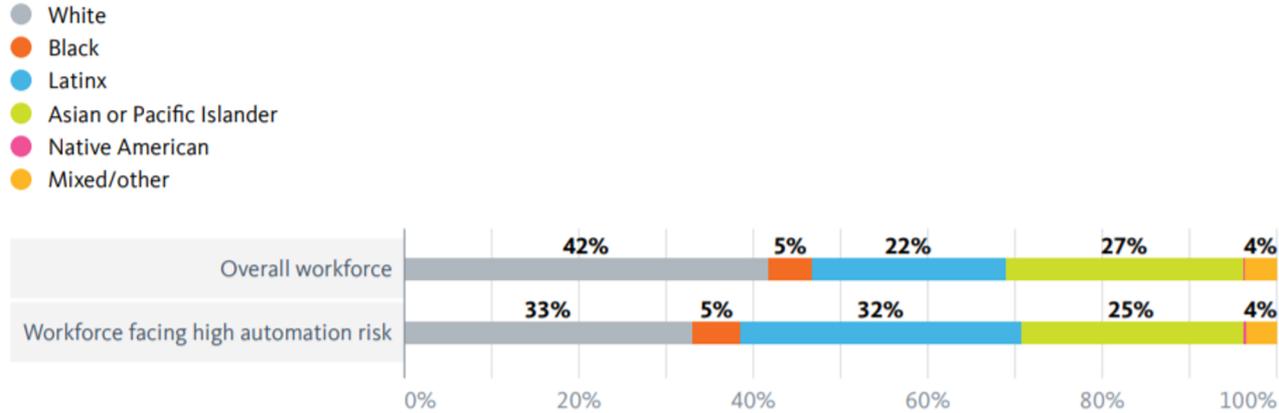
### Distribution of Workers by Race/Ethnicity and Job Stability, Nine-County Bay Area, 2018



Sources: Employment from 2018 5-year American Community Survey microdata from IPUMS USA, and occupational characteristics from Burning Glass job posting data and 2018 5-year American Community Survey microdata from IPUMS USA.

Latinx workers are overrepresented in automation-vulnerable jobs by about 50 percent, compared to their representation in the overall workforce.

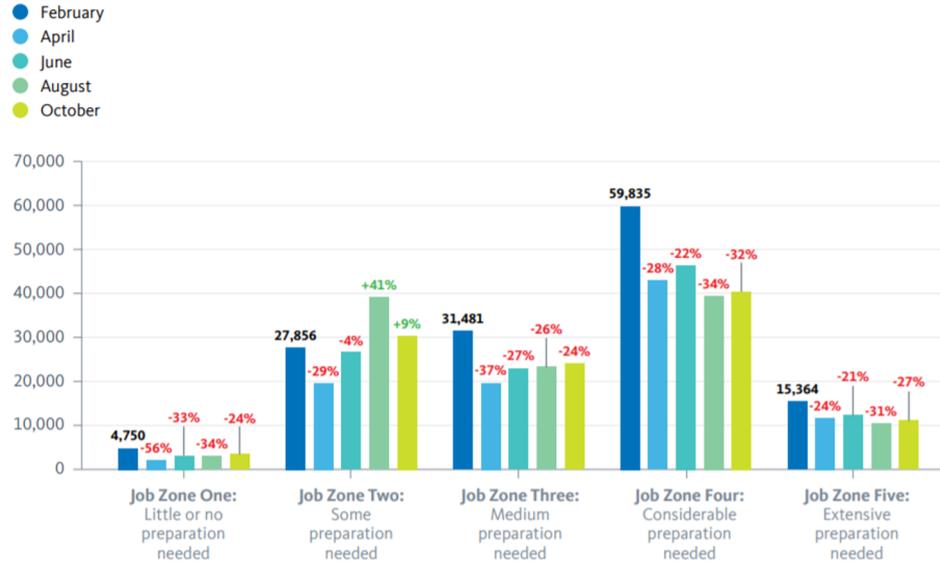
### Automation Risk by Race/Ethnicity, Nine-County Bay Area, 2018



**Sources:** Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA and automation scores from "The Future of Employment: How Susceptible Are Jobs to Computerisation?" (Carl Benedikt Frey and Michael A. Osborne, 2013). **Note:** Universe includes the employed civilian noninstitutionalized population age 16 or older.

The early labor market recovery has been concentrated in jobs that require only some preparation and training. Postings for jobs requiring more formal education, training, and experience remain down significantly from the February 2020 baseline.

Monthly Job Postings by Degree of Preparation Required, Nine-County Bay Area, February–October, 2020

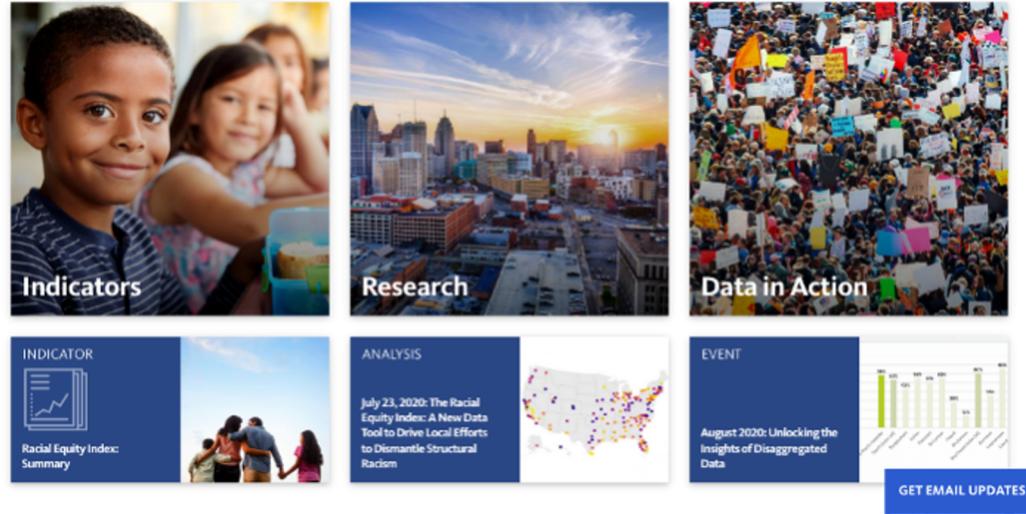


Source: Authors' analysis of Burning Glass Technologies data on monthly job postings, using O\*NET occupational classifications. Note: For more information on job zone definitions, see <https://www.onetonline.org/help/online/zones>.

## About the National Equity Atlas: America's most detailed report card on racial and economic equity.

A partnership between PolicyLink and the USC Equity Research Institute, the National Equity Atlas:

- produces innovative research to inform the field and influence policy debates;
- partners with community organizations to create tailored analyses that advance local campaigns; and
- democratizes access to equity data.



# About Burning Glass Technologies

Burning Glass Technologies is an analytics software company that has cracked the genetic code of an ever-changing labor market.

Powered by the world's largest and most sophisticated database of labor market data and talent, we deliver real-time data and breakthrough planning tools that inform careers, define academic programs, and shape workforces.

Burning Glass data have been built over 15 years with robust taxonomies and the industry's largest in-house data science team.

**3.4 million**

Active unique jobs collected daily

**50,000**

Sources across the web - job boards and corporate sites

**>1 million**

Firms represented, from large corporations to SME's



**80%**

Deduplication ensuring integrity and consistency

**300 million**

Resumes processed per annum

**>1 billion**

Historical job market records

## Dynamic Labor Market Taxonomy

23 Career Areas  
1700 Occupations  
18,000 Skills  
60,000 Skill Variants