Institute for Research on Labor and Employment (IRLE)

IRLE’s mission is to promote better understanding of the conditions, policies, and institutions that affect the well-being of workers and their families and communities. We inform public debate with hard evidence about inequality, the economy, and the nature of work.

Sandra Smith served as IRLE’s Interim Director during 2017–18. This was a time of exciting growth. IRLE expanded our engagement with students through a range of new programs, launched new research programs, and continued to expand the resources we offer faculty.

Some of the highlights of our year:

▶ Awarded 17 IRLE Faculty Research Grants—$274,548 total—to UC Berkeley faculty for research and events.

▶ Held a conference to celebrate the 10th anniversary of the Center on Wage and Employment Dynamics (CWED).

▶ The California Policy Lab held a convening of experts to discuss ways to better serve California’s high needs population.

▶ Held a year-long speaker series featuring experts from around the country, in conversation with Berkeley faculty.

▶ Hosted two all-day research workshops featuring the work of our visiting scholars, and two colloquia on issues facing agricultural workers.

▶ Launched a Labor Studies program with three courses in Public Policy and multiple pathways for undergraduate and graduate students to gain experience in community-engaged research.

▶ Supported the launch of The Shift Project, IRLE faculty affiliate Danny Schneider’s research hub studying unstable work scheduling.

▶ Grew the California Policy Lab: added five new staff and obtained over $3 million in new grant funding.

▶ Piloted an IRLE undergraduate research apprenticeship program, modeled on the campus program, matching 28 students with research mentors to pursue real-world projects on work and workers.
Funded four working groups to explore issues related to agricultural labor, mass incarceration, and labor and political economy.

Expanded grants administration capacity to support faculty seeking external funding, nearly tripling the volume of proposals submitted.

Completed renovations to provide more usable office space, improved conferencing technology, and drop-in work space for students and faculty.

The following pages detail the impressive work of IRLE and its Centers in raising the profile of working people in public debates and developing cutting-edge analysis of the issues that shape workers’ lives, including wages, the safety net, and legal rights.

We are proud to have greatly expanded the scope and depth of IRLE’s engagement with students, faculty, policymakers, and the labor movement.

Jesse Rothstein
Director of IRLE, on sabbatical 2017–18
Professor of Economics and Public Policy

Sandra Smith
Interim Director of IRLE, 2017–18
Professor of Sociology
OVERVIEW

The Labor Center

Founded in 1964, the Labor Center conducts research and education on issues related to labor and employment in California and beyond. Its curricula and leadership trainings educate a diverse new generation of labor and community leaders. In 2017-18, the Labor Center’s programs continued to provide critical research, education and outreach that informed public debate and policy.

The Labor Center also launched two new programs: The Future of Work, a research initiative, and a Labor Studies Program to expand programming for UC Berkeley students interested in labor.

LOW-WAGE WORK

The Labor Center has long been a leading source of definitive research, policy expertise, and technical assistance on labor standards policies. This program seeks to understand the transformation of low-wage work and the potential impact of policy interventions in low-wage labor markets. Research in 2017–18 looked at California’s new statewide and local minimum wage laws, and the home care and janitorial industries. We released The Union Effect in California, a series of reports documenting the impact of unions on wages, benefits, and public policies, in advance of the Supreme Court Janus v. AFSCME case.

HEALTH CARE

Our sought-after research in 2017–18 showed how California can continue closing its health care coverage gap by covering undocumented Californians and making individual market coverage more affordable. This analysis informed efforts of policymakers, advocates, and labor to develop and enact policy to bring California closer to universal and more affordable coverage.

RETIREMENT SECURITY

The Labor Center conducts research on the retirement income security of low- and middle-wage workers in the context of threats to Social Security and the decline of secure workplace pensions. In 2017–18, we focused on teacher pensions, the fiscal impact of aging California, and the implementation of a state-sponsored automatic retirement savings program (California Secure Choice) for private-sector workers.
GREEN ECONOMY
This program develops primary research and outreach on labor and workforce issues in the clean energy economy. In 2017–18, we provided labor, equity, and environmental justice organizations, state agencies, and elected policymakers with technical assistance for building a “social contract” to transition to a low-carbon economy that improves conditions for workers and low-income communities. We also developed a workforce policy action plan for the California Labor Agency on the state’s climate legislation.

BLACK WORKER PROGRAM
Our Black Worker Program aims to reduce Black unemployment and increase the quality of jobs available to Black workers. In 2017–18, we hosted the C.L. Dellums African American Leadership School to shed light on the conditions of Black workers in Contra Costa, including the impact of mass incarceration and out-migration from San Francisco and Oakland.

LEADERSHIP DEVELOPMENT
We continued offering courses to build the skills of worker and community organizations to address a changing political and economic environment. Courses included: Strategic Campaigns Workshop, Strategic Research Workshop, Building Trades Organizers’ Forum, and a Lead Organizer Institute.

New Programs

FUTURE OF WORK
In 2017, we launched a multi-year project about the future of work to help policymakers and worker organizations respond to new technology and its effect on employment and job quality. In collaboration with Working Partnerships USA, we began developing a multi-sector case study examination of the impact of new technology on work.

LABOR STUDIES PROGRAM
This new program introduces students to labor and employment issues. Thanks to partnerships with unions and labor organizations, our Labor Summer Internship Program offered paid organizing and research positions with unions and community groups in Northern California. In addition, two new classes have attracted undergraduate and graduate students from various disciplines interested in labor, employment, and economic justice.
California Policy Lab (CPL)

This past year, the California Policy Lab grew from an idea to reality. Through several research partnerships between California government and the state’s flagship universities, we launched exciting projects on criminal justice, education, the social safety net, and homelessness. We have attracted a talented and still-growing team at both our sites in Berkeley and UCLA. Our robust infrastructure for facilitating projects using administrative data has led to new California agency partners. Despite our short tenure, we have already begun publishing policy-relevant research and policy briefs.

Center on Wage and Employment Dynamics (CWED)

Since it was established in June 2007, CWED has become well-known for its trailblazing academic and policy research on many important economic issues, including the effects of the Great Recession, public sector workers, low-wage labor markets and, most notably, minimum and subminimum wage impacts.

In 2017, CWED celebrated its 10th anniversary with a one day symposium featuring highly-acclaimed economists, and continued to produce path-breaking research on minimum and subminimum wage floors at the federal, state and local levels.

Center for the Study of Child Care Employment (CSCCE)

During 2017–18, our efforts proposed strategies to address and reform the financing of early childhood education (ECE). Limited public investment, heavy reliance on the private market, and a parent’s ability to pay drive inequities in ECE and thwart its reform. Notable achievements included the release of our second Early Childhood Workforce Index, which found that the younger the child, the less public funding available, and the lower the pay of teachers. A second was our involvement in a prestigious National Academy of Sciences, Engineering, and Medicine Committee that produced a report on ECE that relied heavily upon our research.
The Shift Project, formed in 2016, studies precarious employment and scheduling practices at the nation's largest retail and food service firms. In 2017–18, new research briefs explored data from Philadelphia and Connecticut, documenting high levels of routine schedule instability and unpredictability, which create hardships and stress for workers and their families. The briefs received extensive media coverage and informed new policy discussions.

California Public Employee Relations (CPER)

CPER provides the California public sector with valuable resources to navigate the laws and protections covering collective bargaining and individual rights in the workplace. Our pocket guides explain the laws and procedures covering public employment.
IRLE and its centers published numerous reports, policy briefs, blogs, and commentary in 2017–18. Below are highlights illustrating the breadth of research by our staff researchers and faculty affiliates. For a full listing of our publications visit irle.berkeley.edu/publications.

**IRLE WORKING PAPER SERIES**

IRLE’s Working Paper series brings preliminary works and new research from faculty and campus researchers to a broad audience for discussion and comments. Papers published in 2017–18 include:

- Who Profits From Patents? Rent-Sharing at Innovative Firms. Kline, Petkova, Williams & Zidar (September 2017)

**IRLE POLICY BRIEFS**

IRLE’s Policy Brief series translates academic research by our faculty affiliates and campus researchers for a policy audience. We distribute briefs to policymakers and journalists, and promote them on social media.

- State Policy Strategies for Narrowing the Gender Wage Gap. Coghlan & Hinkley (April 2018)
Through innovative analysis and research, we bring work and workers into academic and policy conversations, and show how labor issues, communities, and institutions affect each other.

**INDUSTRIAL RELATIONS: A JOURNAL OF ECONOMY AND SOCIETY**

IRLE publishes the quarterly journal *Industrial Relations: A Journal of Economy and Society*. Edited by Chris Riddell, Associate Professor of Economics, University of Waterloo.

**Featured articles**

- **Why Do Earnings Fall with Job Displacement?** Carrington & Fallick (October 2017)
- **Choosing Skilled Foreign-Born Workers: Evaluating Alternative Methods for Allocating H-1B Work Permits.** Sparber (January 2018)
- **Employment Effects of the Affordable Care Act Medicaid Expansions.** Leung & Mas (April 2018)

**SCHOLARLY PUBLICATIONS**

- **Structurally Adjusting: Narratives of Fiscal Crisis in Four US Cities.** Urban Studies. Hinkley (July 2017)
- **Scraping By: Income and Program Participation After the Loss of Extended Unemployment Benefits.** Journal of Policy Analysis and Management. Rothstein & Valletta (Fall 2017)
- **Austerity as the New Normal: The Fiscal Politics of Retirement in San Jose, California.** In Cities under Austerity: Restructuring the US Metropolis. Hinkley (February 2018)
- **DIY Detroit: Making Do In a City Without Services.** Urban Research & Practice. Hinkley (April 2018)

**Commentary**

- **What Does the Seattle Experience Teach Us About Minimum Wages?** Econofact. Rothstein (August 2017)
- **What Comes Next? Janus v. AFSCME.** Berkeley Blog. Hinkley (June 2018)
“The Union Effect in California” is a three-part series exploring the ways in which unions affect the lives of all working people—both union members and nonunion members—in California. The studies were conducted as the U.S. Supreme Court prepared to issue a ruling in Janus v. AFSCME that threatened to weaken public sector unions.

The Union Effect in California #1: Wages, Benefits, and Use of Public Safety Net Programs. Thomason & Jacobs (May 2018)

The Union Effect in California #2: Gains for Women, Workers of Color, and Immigrants. Thomason & Bernhardt (June 2018)

The Union Effect in California #3: A Voice for Workers in Public Policy. MacGillvary & Jacobs (June 2018)

Commentary

This One Cartoon Explains the Difference Between California and Republican Economic Policy. Raising the Bar. Perry (November 2017)

High Court Union Dues Ruling a Blow to Democracy. The Mercury News. Jacobs (June 2018)

Janus vs AFSCME, en defensa de los sindicatos. La Opinión. Jacobs, Thomason & Narro (June 2018)

What is at Stake in Supreme Court Ruling on Janus vs. AFSCME. Raising the Bar. Jacobs & Thomason (June 2018)
LOW-WAGE WORK

The Impact of Wages and Turnover on Security and Safety in Airports: A Review of the Literature. Galler (October 2017)


California’s Homecare Crisis: Raising Wages is Key to the Solution. Thomason & Bernhardt (November 2017)


At the Wage Floor: Covering Homecare and Early Care and Education Workers in the New Generation of Minimum Wage Laws. Thomason, Austin, Bernhardt, Dresser, Jacobs & Whitebook (May 2018)

Commentary

It’s Simple. To Make Air Travel Safer, Pay Airport Workers More. Newsweek. Jacobs (December 2017)


HEALTH CARE


Commentary

How Big Are the Projected Medi-Cal Cuts Under the Senate Bill in Context of the State Budget? Raising the Bar. Lucia & Jacobs (July 2017)

McConnell’s ObamaCare Repeal Would Hurt Millions, and You Could Be Among Those Hurt. The Hill. Jacobs (July 2017)

Which Congressional Districts Face the Largest Medi-Cal Coverage Losses under the Senate Bill? Raising the Bar. Lucia, Perry & Jacobs (July 2017)

The GOP’s Last-ditch Effort to Repeal the Affordable Care Act is the Worst One Yet for California. Raising the Bar. Lucia, Perry & Jacobs (September 2017)

550,000 Fewer California Jobs Projected under Last-ditch GOP Health Bill in 2027. Raising the Bar. Lucia, Perry & Jacobs (September 2017)

RETIEMENT SECURITY

California’s $15 Minimum Wage and Secure Choice Retirement Savings Program Can Boost Young Low-Income Workers’ Retirement Incomes by 50%. Rhee (December 2017)

Most Kentucky Teachers Are Significantly Better off with Pensions than 401(k)s. Raising the Bar. Rhee (March 2018)

GREEN ECONOMY

The Net Economic Impacts of California’s Major Climate Programs in the Inland Empire. Jones, Duncan, Elkind & Hanson (August 2017)


What We Can Learn from the California Model for Improving Workers’ Financial Security. Rhee (March 2018)

Commentary

If Someone Tells You Your Kid’s Teacher Would Be Better Off with a 401(k) than a Pension, Don’t Believe It. Los Angeles Times. Rhee (July 2017)

Commentary


Should New York State Eliminate its Subminimum Wage? Allegretto (April 2018)

A Post-Great Recession Overview of Labor Market Trends in the United States and California. Allegretto (June 2018)

**Commentary**


“CWED has accumulated an impressive body of sound empirical work on the minimum wage and other topics. It is not surprising that the CWED researchers are often consulted by policymakers on Capitol Hill and elsewhere.”

— Lawrence Mishel, Economic Policy Institute
CSCCE released its second Early Childhood Workforce Index in June 2018, a comprehensive, interactive update to the inaugural 2016 Index on the progress made by states to improve conditions for the early care and education workforce. A new, significant finding was that the younger the age of the child cared for, the lower the pay.

Early Childhood Workforce Index. Whitebook, McLean, Austin & Edwards (June 2018)


Early Childhood Preparation for School Leaders: Lessons from New Jersey Principal Certification Programs. Sakai, Copeman Petig, & Austin (December 2017)


Video: Getting it Right for Our Babies- En Espanol: Lally, Whitebook Montoya & Weatherston (January 2018)

The Workforce Data Deficit: Who it Harms and How it Can Be Overcome. Whitebook, McLean & Austin (May 2018)

The Shift Project made headlines and sparked policy change with its brief that showed how routine instability in work schedules affects the lives and well-being of Philadelphia retail and food service workers.

**Letters of Recommendation at UC Berkeley. Rothstein (July 2017)**


**High Users of San Francisco’s Criminal Justice System. Skog (March 2018)**

Early Criminal Defense Yields Large Reductions in Pre-Trial Detention. Yarmosky (June 2018)

**Income Volatility in the Service Sector: Contours, Causes and Consequences.**

*The Aspen Institute: EPIC.* Harknett & Schneider (July 2017)

Working in the Service Sector in Philadelphia. Harknett & Schneider (February 2018)

**The Evaluation of Seattle’s Secure Scheduling Ordinance. West Coast Poverty Center, University of WA.** Haley, Harknett, Harper, Lambert, Romich & Schneider (March 2018)


**Basics of Labor Relations (5th ed.)**

**Family and Medical Leave Acts (6th ed.)**

Disability Discrimination in the California Workplace (4th ed.)

Public Safety Officers Procedural Bill of Rights Act (17th ed.)

Wanted: Qualified People Who Will Work for Yesterday’s Wages
Marketplace | August 3, 2017

Education Isn’t the Key to a Good Income
The Atlantic | September 26, 2017

To Avoid Sexism on Job-Posting Site, Economists Petition to Start Their Own
Wall Street Journal | October 26, 2017

Discriminación Hacia los Campesinos Mexicanos en EE.UU. Afecta su Salud
Telemundo | May 9, 2018

What’s Really Behind Economic Mobility?
CityLab | May 16, 2018

The Growing Achievement Gap
U.S. News and World Report | May 28, 2018
LOW-WAGE WORK

What We Talk About When We Talk About the Gig Economy
American Prospect | July 28, 2017

Chicago Set to Raise Airport Workers’ Pay, Clear Path to a Union
Chicago Tribune | September 5, 2017

New Target Store Workers Are About to Get a Raise
USA Today | September 25, 2017

An Important New Analysis Shows Progressive Policies Don’t Hurt, and Probably Help, Growth and Jobs
Washington Post | November 14, 2017

Minimum Wage Will Rise in 18 States in 2018 — but No One Can Agree on the Impact It Will Have
Business Insider | December 21, 2017

California Today: Raises Come with Increase in Minimum Wage
New York Times | January 5, 2018

The Post-America Economy
Marketplace | February 26, 2018

Study: Government Needs to Boost Child and Home Health Care Funding
Capital & Main | May 22, 2018
HEALTH CARE
Two Million Could Lose Insurance Under Graham-Cassidy Health Care Bill; Hospitals Face Revenue Hit
Los Angeles Business Journal | September 22, 2017

California Lawmakers Kick Off Health Care Hearings
The Mercury News | October 23, 2017

1.7 Million Fewer Californians Would Have Insurance if Health Mandate is Repealed, UC Berkeley Labor Center Estimates
San Francisco Chronicle | November 15, 2017

Editorial: GOP Tax Plan Is Cynical Wealth Redistribution
The Mercury News | December 5, 2017

Editorial: California Can Still Protect Health Insurance Gains
San Francisco Chronicle | December 22, 2017

The Medicaid Work Requirements Could Make it Impossible to Qualify for Medicaid in Most States
The Nation | January 18, 2018

Report: California Should Consider State Subsidies to Increase Health Coverage
The California Report | March 6, 2018

The Health-Care Campaign to Cover California’s Remaining Uninsured
Capital & Main | April 24, 2018

RETIREMENT SECURITY
Dreaming of Retirement? Don’t Forget to Plan
Boston Globe | September 8, 2017

Statement from California Treasurer John Chiang on UC Berkeley Retirement Study
Medium | December 12, 2017

Secure Choice and Higher Minimum Wage in California Benefits Retirement Income
Alliance for Retirement Income Adequacy | January 30, 2018

Podcast: Dr. Rhee on Her Report “Most Kentucky Teachers Are Significantly Better Off with Pensions than 401k’s”
Teach Frankfort | May 1, 2018

Public Pension Advocacy Group Accuses Pew and Donor of Bias
Bloomberg BNA | May 8, 2018
GREEN ECONOMY

Study: State Climate Policies Boost Inland Empire’s Economy
    *Capital & Main* | August 23, 2017

From Oil Refineries to Solar Plants, Unions Bend California Climate Change Policies in Their Favor
    *Los Angeles Times* | September 20, 2017

San Jose: Public Projects Valued at $6 Million Will Require Project Labor Agreements
    *The Mercury News* | October 24, 2017

California Proves Trump Wrong
    *Washington Post* | January 10, 2018

Solar Tariff Figures to Hurt, Not Kill, an Industry That’s Helping Southern California in a Big Way
    *Inland Valley Daily Bulletin* | January 24, 2018

Offshore Wind Farms Coming to California — but the Navy Says No to Large Sections of the Coast
    *San Diego Union-Tribune* | May 6, 2018

BLACK WORKER PROGRAM

Will Altering the 13th Amendment Bring Liberation to the Incarcerated 2.3 Million?
    *Truthout* | August 5, 2017

The Mounting Attack on Organized Labor and What it Means for African-Americans
    *Atlanta Black Star* | September 27, 2017

Some Black Americans Turn to Informal Economy in the Face of Discrimination
    *NPR All Things Considered* | October 27, 2017

Immigration, Labor and the Black Community
    *Los Angeles Sentinel* | November 2, 2017

How Automation Could Worsen Racial Inequality
    *The Atlantic* | January 16, 2018
Studies Find Pros, Cons to Seattle’s $15 Minimum Wage
Wisconsin Public Radio | July 20, 2017

Hotel Boom in SeaTac Is Unfettered by $15 Minimum Wage
New York Times | July 31, 2017

No, Stephen Miller, Immigration Is not a Major Cause of Income Inequality
Huffpost | August 3, 2017

Why Sexual Harassment Rates Are So High in the Restaurant Industry
CityLab | November 21, 2017

Wielding Data, Women Force a Reckoning Over Bias in the Economics Field
New York Times | January 10, 2018

Minimum Wage: Coffee, Doughnuts, and the Cost of a Living Wage
BBC News | January 15, 2018

Supreme Court May Deal Major Blow to Labor Unions
USA Today | January 28, 2018

How Much is an Hour Worth? The War Over the Minimum Wage
The Guardian | April 13, 2018

For Fairness’ Sake, Nix the Tipped Wage
New York Daily News | April 22, 2018

Teacher pay coverage

Here’s How Teacher Pay Stacks Up to Other Comparable Jobs
Michigan Radio | July 26, 2017

Why America’s Teachers Haven’t Been Getting Raises
The Atlantic | March 14, 2018

The Data Tells All: Teacher Salaries Have Been Declining for Years
EdSurge | April 5, 2018

Walkouts and Teacher Pay: How Did We Get Here?
NPR | April 11, 2018
It’s Getting Even Harder to Hire Early Childhood Educators  
_KPCC_ | October 30, 2017

Will a College Degree Requirement Lead to Better, More Respected Preschool Teachers?  
_Washington Post_ | November 9, 2017

We Know How to Provide Good Child Care. We Just Don’t Invest Enough to Do It  
_Slate_ | November 28, 2017

With Low Pay, Finding Qualified Early Childhood Teachers Remains a Challenge in Some Areas  
_Marketplace_ | November 30, 2017

As Public Pre-K Expands in Schools, Study Finds Principals Are Unprepared to Support it  
_Hechinger Report_ | December 19, 2017

How to Foster Quality Early Childhood Education  
_KQED_ | January 12, 2018

Why Are Our Most Important Teachers Paid the Least?  
_New York Times Magazine_ | January 14, 2018

Do Pre-K Teachers Need a Bachelor’s Degree? National Initiative Seeks Consensus on Decades-Old Debate  
_The 74_ | April 27, 2018

Study: Government Needs to Boost Child and Home Health Care Funding  
_Capital and Main_ | May 22, 2018

Child-Care Pay So Low, Many Workers Qualify for Government Help, Report Says  
_Education Week_ | June 28, 2018
IN THE NEWS / CPL / THE SHIFT PROJECT

The Policy Labs We Urgently Need
*Governing* | December 13, 2017

Public Defender’s New Pretrial Release Program Slashes SF Jail Stays: Study
*San Francisco Chronicle* | May 15, 2018

Lab Researching Scientific Solutions to Social Problems Receives $2.85M Grant
*The Daily Bruin* | May 29, 2018

Follow the Data: A Funder’s Push for Evidence-Based Local Policy
*Inside Philanthropy* | June 18, 2018

UC Regents Panel Backs Limited Use of Letters of Recommendation at Campuses Systemwide
*Los Angeles Times* | July 12, 2017

Tipping Point Quarterbacks Study to Increase Filing for Low-Income Tax Credits
*Medium* | August 12, 2018

Philadelphia Hourly Workers in Food and Retail are Stressed by Unpredictable Hours
*The Philadelphia Inquirer* | March 13, 2018

More Families Feel Insecure. That’s Because They Are.
*Slate* | March 20, 2018

Report: CT Hourly Workers Experience Unstable Pay, Hours
*Hartford Business* | April 3, 2018

Why Fair Scheduling Laws Will be the New Minimum Wage Battle
*Fast Company* | May 4, 2018

Living Paycheck to Paycheck, and Hour to Hour
*CityLab* | June 11, 2018

Philadelphia Hopes to Become Next Major City to Pass Fair Workweek Legislation
*NBC Philadelphia* | June 14, 2018

Give Shift-Bound Workers a Break: Predictable Schedules
*The Philadelphia Inquirer* | June 29, 2018
IRLE funded 17 faculty research projects totaling $274,548 in 2017–18, led by faculty from ARE, Business, College of Natural Resources, Geography, Political Science, Public Policy, Social Welfare, and Sociology.

Faculty Research

- **Irene Bloemraad, Cybelle Fox, and Cristina Mora** (Sociology) Interdisciplinary Immigration Workshop
- **Yu-Ling Chang** (Social Welfare) Multiple Income Support Program Participation and Long-Term Employment and Earnings Trajectories Among Single-Mother Families
- **Ruth Berins Collier** (Political Science) On-Demand Work in the Platform Economy: Grassroots, Surrogates, and the Politics of Uber Regulation
- **Neil Fligstein** (Sociology) US Labor Militancy and Firm Financialization From 1984–2004
- **Anu Gomez** (Social Welfare) Racial and Ethnic Differences in Pregnancy Acceptability: Understanding the Roles of State-Level Employment Disparities
- **David Harding** (Sociology) Mediation of Neighborhood Effects on Educational Outcomes
- **Seth Holmes** (Public Health) Training for Unequal Care: Medical Students, Social Inequality and the Future of Health Labor
- **Hilary Hoynes** (Economics, Public Policy) Effects of WIC on Food Consumption and Nutrients for Children: Evidence From Regression Discontinuity at Age 5
- **Ming Leung** (Haas School of Business) Is It the Picture or the Thousand Words? How Photos and Messaging Language of Women and Minority Job Applicants Affect Their Hiring Outcomes in a Technology-Mediated Labor Market
- **Aprajit Mahajan** (Agricultural and Resource Economics) Welfare Effects of Wage Payment Delays: Frictions in India’s National Rural Employment Guarantee Scheme
- **Daniel Schneider** (Sociology) Schedule Instability and Unpredictability and Worker and Family Wellbeing
- **Richard Walker** (Geography) California Studies Lecture and Dinner Series
Student Programs

In 2017–18, IRLE and the Labor Center continued to expand our engagement with both undergraduate and graduate students, as an increasing number of young people express interest in the labor movement and issues affecting working life. We offered more training and classes for students interested in labor markets, workers, and unions.

LABOR STUDIES PROGRAM

The Labor Center launched three labor studies courses: an overview course for undergraduates, and two field studies courses for undergraduate and graduate students. Offered through the Goldman School of Public Policy (GSPP), they provide students with rigorous training in community-engaged research and an introduction to the field of labor studies. Labor Center researchers also guided graduate students at GSPP on individual policy analysis projects. Topics included cap and trade accountability measures; employment outcomes for the formerly incarcerated; and a fair wage and benefits enforcement structure for childcare workers.

LABOR SUMMER PROGRAM

In the Summer of 2018, we placed 15 college students as summer interns in local unions and organizations. They included California State University Employees, SEIU USWW, the North Valley Labor Federation, EBASE, SEIU Local 1000, IFPTE Local 20, SEIU State Council, Jobs with Justice SF, Our Walmart, Bay Area Black Worker Center, and the California Pan-Ethnic Health Network.
IRLE UNDERGRADUATE RESEARCH APPRENTICESHIP PROGRAM

In Spring 2018, we launched a pilot program to host undergraduate research apprenticeship program (URAP) projects related to our mission. We provide faculty and students with additional support: submitting projects, matching students with projects, student training, and an end of semester research forum. Eight mentors and 28 students participated in our inaugural semester.

- Formerly incarcerated individuals’ perceptions of and experiences with fair chance employment initiatives: Sandra Smith (Sociology)
- Networked production, jobs and inequality in the U.S.: Jessie Halpern-Finnerty (Labor Center)
- Impact of the public employment and minority political representation on minority labor market progress: Abhay Aneja (Haas)
- 2018 Early Childhood Workforce Index: Caitlin McLean (CSCCE)
- Necessary evil or public good: The origins of the U.S. early care and education debate and its impact on contemporary approaches to reform: Marcy Whitebook (CSCCE)
- Rethinking economic growth and performance: Clair Brown (Economics)
- A prison to school to employment pipeline? David Harding (Sociology) with the Underground Scholars Initiative
- The Shift Project: Danny Schneider (Sociology)
IRLE WORKING GROUPS
A new IRLE program provided funding for faculty and students to convene working groups on themes relating to labor and the lives of workers. The 2017–18 working groups included:

› From Braceros to H2A’s: Discussing the History, Present and Future of Agricultural Guestworker Programs in California
› Labor, Employment and Race in the Era of Mass Incarceration
› Work and Political Economy Research Group
› Labor Policy Group and Berkeley Journal of Employment Law

2017–18 IRLE DISSERTATION FELLOWS
Benjamin Shestakofsky (Sociology) Working Algorithms: Software Automation and the Future of Work


Daniel Haanwinckel (Economics) Task-Based Production, Firm Heterogeneity, and Inequality

Alessandra Fenizia (Economics) Incentives and Workers’ Productivity in the Public Sector

“The Underground Scholars Research Cohort is made up of formerly incarcerated scholars who aim to control and flip the narrative about our demographic. Support from IRLE enables us to continue our work and empower future students like us.”

—Mac Hoang, Undergraduate, Sociology
LOW-WAGE WORK

Presented research and participated in a diverse range of forums such as conferences, learning sessions, and community hearings. These included California’s Labor and Workforce Development Agency, Goldman School of Public Policy, LERA, philanthropist Tom Steyer, and Washington State Labor Council. Subjects included the effects of California’s public policy on jobs and the economy, automation, trends in the gig economy, low-wage work, and California’s homecare workforce.

Gave expert testimony to legislative bodies, including the California Assembly Democratic Policy Summit, San Francisco Board of Supervisors, Los Angeles County Board of Supervisors, Lassen County Board of Supervisors, and Denver City Council. Issues included the low-wage workforce, California homecare workers, and minimum wage policies.

Collaborated with the UCLA Labor Center on an experimental project to survey immigrants about the effects of the Trump Administration’s immigration policies on workers and their families.

Provided technical assistance in the form of research, policy support and comments to a broad range of stakeholders, including unions, state and city legislators and agencies, regional and national think tanks, community-based organizations, and foundations. Issues included labor standards, automation, and the low-wage workforce.

HEALTH CARE

Supplied analysis and commentary to policymakers, stakeholders, Berkeley graduate school courses and news outlets on the effects that federal and state health policy changes would have on coverage, the state budget, and jobs within California.

Testified on California’s employer-sponsored insurance system and remaining gaps in health coverage to the California Assembly Select Committee on Health
Care Delivery Systems and Universal Coverage, and to the California State Association of Counties Health and Human Services Policy Committee. Also presented on this issue at several major state and national conferences.

RETIRED SECURITY

- Created case studies for a six-state study sponsored by the National Institute on Retirement Security, analyzing workforce tenure in order to assess how teachers and other public sector workers fare under traditional pensions versus a hypothetical defined contribution plan.
- Consulted with aging and disability advocates to design a study of the fiscal impact of aging in California.
- Gave expert testimony to the California State Senate Budget Committee hearing on poverty and public assistance programs, focusing on poverty patterns and trends among the state’s seniors.
- Presented on the retirement crisis at the Gerontological Society of America - International Association of Gerontology and Geriatrics World Congress of Gerontology.
- Participated in a panel discussion about closing the retirement coverage gap at an Aspen Institute Financial Security Program.

GREEN ECONOMY

- Advised California’s Workforce Development Board on their High Road Training Partnership initiative, which is funding eight labor-management training partnerships in the state in several industries that impact climate change.
- Provided research, technical assistance, curricula, and training to unions, environmental justice organizations, and policymakers on numerous climate legislation, mitigation and adaptation efforts.
BLACK WORKER PROGRAM

- Presented at Race & Inequality in America: The Kerner Commission at 50, a conference co-sponsored by the UC Berkeley Haas Institute for a Fair and Inclusive Society, Johns Hopkins University, and the Economic Policy Institute.
- Presented on the Organizing Labor and Job Creation for 21st Century Economies panel at the annual gathering of the Samuel DeWitt Proctor Conference.
- Held the annual C.L. Dellums African American Leadership School, where participants gained organizing skills and networked with other Black labor leaders.

LEADERSHIP DEVELOPMENT

- Offered courses to worker and community organizations around California: Strategic Campaigns Workshop, Strategic Research Workshop, Building Trades Organizers’ Forum, and Lead Organizer Institute.
- Organized the Summer Institute for Union Women, held in July 2018.

FUTURE OF WORK

- Provided research and policy support to stakeholders, including state legislative committees and agencies, independent commissions, thinktanks, and unions. Issues included how new technologies such as artificial intelligence and robotics will shape the future of work.
- Participated in numerous forums, including those sponsored by World Economic Forum, Haas Center for Responsible Business, Aspen Institute, Google, UC Berkeley, and OECD. Met with the German Minister of Labor about Germany’s national technology initiative.
- Partnered with Working Partnerships USA (WPUSA) to commission several in-depth industry studies on changes in technology and the effects on jobs and wages, and to research policy approaches.
- Organized a convening with WPUSA between labor unions, worker centers, and thought leaders on technology policy.
Provided research and technical assistance to more than two dozen partnerships with California public agencies. For example, in Sonoma County after the wildfires, we helped the county integrate data from several social service systems to better understand how to serve victims of the fires.

Worked with the state Student Aid Commission to improve outreach to high-performing, low-income students eligible for the state’s Cal Grant program.

Provided technical assistance to improve uptake of the state’s expanded Earned Income Tax Credit (EITC) program—Californians leave over $2 billion on the table each year in unclaimed EITC funds.

Served on national, state, and county committees, including the National Academy of Sciences, Engineering, and Medicine Committee on Financing Early Care and Education with a Highly Qualified Workforce.

Provided technical assistance in the form of research and analysis to more than a dozen states, cities, organizations, policymakers, and foundations. Topics included minimum wage, earnings and economic status, and early learning work environments. Organizations included the U.S. Departments of Health and Human Services and Education, Bainum Family Foundation, National Black Child Development Institute, Center for Community Change, Center for American Progress, Bellwether, and leaders and state staff in California, Minnesota, Nebraska, New York, Ohio, Texas, Washington, and Alameda and San Francisco Counties.
Provided technical assistance to researchers on minimum and subminimum wage analyses, including for Flagstaff, Arizona, New York State, and Washington DC.

Gave expert testimony to The New York State Department of Labor on the costs and benefits of eliminating the subminimum wage.

EVENTS

CONFERENCES

➤ CWED: Celebrating a Decade of Important Policy Research, Center on Wage and Employment Dynamics (December 8, 2017)

This symposium marked ten years since the creation of the Center on Wage and Employment Dynamics (CWED). Over the past decade, CWED has become well-known for its trailblazing academic and policy research on a number of important economic issues, including the effects of the Great Recession, public sector workers, low-wage labor markets and, most notably, minimum and subminimum wage impacts.

The symposium highlighted CWED’s most influential employment impact studies and its prospective studies on the effects of $15 minimum wage increases. Speakers also discussed new methods in minimum wage research and the downstream effects of minimum wages on children’s and workers’ well-being.

➤ Breaking the Cycle: Improving Outcomes for California’s High Need, High Cost Population, California Policy Lab (November 7, 2017)

This conference brought together experts from around the country to discuss new research to improve outcomes for the high-needs, high-cost population that cycles in and out of emergency rooms, homeless shelters, and jails. Over 150 policy leaders, academics, and advocates gathered to discuss ways to better serve frequent users of social programs and learn about innovative efforts underway around the country. The speakers featured experts specializing in healthcare, housing and homelessness, and criminal justice. Participants discussed patterns and trends in utilization and results from new research and interventions.

➤ From Braceros to H-2A’s: Discussing the History, Present, and Future of Agricultural Guest Worker Programs in California (March 2018)

➤ Workshop: Employment Issues in Agriculture (March 2018)
THE LABOR CENTER
The Labor Center hosted a rich series of book talks and public events, attracting students, faculty, community members, and activists.

- **Victor Manuel Lemagne Sánchez**: discussion with a Cuban labor leader (June 2017)
- **David Bacon**: In the Fields of the North / En los campos del norte (September 2017)
- **Bill Fletcher**: Fighting Back Against Right-wing Populism: More than Choosing Between the Lesser of Two Evils (February 2018)
- **Christian Paiz**: In a Field of Patriarchy: Gender Politics and Freedom Dreams During the United Farm Worker Movement (January 2018)
- **Documentary Film Series**: The Long Ride, CARE, Union Time, Heather Booth: Changing the World
IRLE SPEAKER SERIES

In 2017–18 IRLE launched an ambitious speaker series, expanding our audience and inviting prominent thinkers from around the country to engage in discussion with Berkeley faculty.

- **Darrick Hamilton**: Beyond “Resistance”: A Bold Plan for Work with Dignity via a Federal Job Guarantee (October 2017)
- **Rick Wartzman**: The End of Loyalty: The Rise and Fall of Good Jobs in America (November 2017)
- **Juliet Schor**: Precarity and Dependence in the “Sharing” Economy (November 2017)
- **Richard Reeves**: America’s Dream Hoarders (January 2018)
- **Catherine Fisk**: Working Together: How the Supreme Court Divided the Civil Rights Movement and Labor Leaders (February 2018)
- **Jennie Brand**: What You Lose When You Lose Your Job: the Lasting Impacts of Unemployment (March 2018)
- **Jennifer Gordon**: Regulating the Human Supply Chain (March 2018)
- **Alexander Hertel-Fernandez**: Politics at Work: How Companies Turn Their Workers into Lobbyists (April 2018)
- **Sheldon Danziger**: Reflections on the End of the Safety Net as We Know It (April 2018)
- **Richard Walker**: Pictures of a Gone City: Tech and the Dark Side of Prosperity in the San Francisco Bay Area (April 2018)
CALIFORNIA POLICY LAB

▷ **Convening:** The Role of Policy Labs in the Revision to The Eightfold Path of Public Policy Analysis (September 2017)

▷ **Training:** California Legislative Staff Education Institute—CPL trained 80 California legislative staff (December 2017)

“The small fraction of people who are frequent utilizers of social programs and emergency interventions account for a large share of the costs. Municipalities around California and the nation are experimenting with how to improve outcomes and reduce costs for this population.”

— Jesse Rothstein, IRLE Director
### IRLE CENTRAL

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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</thead>
<tbody>
<tr>
<td>Jesse Rothstein</td>
<td>Director (on sabbatical 2017–18)</td>
</tr>
<tr>
<td>Sandra Smith</td>
<td>Interim Director 2017–18</td>
</tr>
<tr>
<td>Sara Hinkley</td>
<td>Associate Director</td>
</tr>
<tr>
<td>Barbara Campbell</td>
<td>Assistant Director</td>
</tr>
<tr>
<td>Elizabeth Rocio Camacho</td>
<td>Web Administrator</td>
</tr>
<tr>
<td>Nan Cramer</td>
<td>Contracts and Grants Manager</td>
</tr>
<tr>
<td>Janice Kimball</td>
<td>Building Manager</td>
</tr>
<tr>
<td>Charlotte Rutty</td>
<td>Program Assistant</td>
</tr>
<tr>
<td>Jacqueline Sullivan</td>
<td>Communications Specialist</td>
</tr>
<tr>
<td>Rachel Young</td>
<td>Research Data Analyst</td>
</tr>
<tr>
<td>Betony Jones</td>
<td>Former Associate Chair</td>
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<tr>
<td>Harpreet Zoglauer</td>
<td>Education Program Manager</td>
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<tr>
<td>Robert Collier</td>
<td>Research and Policy Specialist</td>
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<tr>
<td>Miranda Dietz</td>
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<tr>
<td>Anibel Ferus-Comelo</td>
<td>Director, Student Programming</td>
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<tr>
<td>Alicia Flores</td>
<td>Program Coordinator</td>
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<tr>
<td>Dave Graham-Squire</td>
<td>Statistician</td>
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<tr>
<td>Clementina Jara</td>
<td>Program Coordinator</td>
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### THE LABOR CENTER

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<tbody>
<tr>
<td>Ken Jacobs</td>
<td>Chair</td>
</tr>
<tr>
<td>Steven Pitts</td>
<td>Associate Chair</td>
</tr>
<tr>
<td>Annette Bernhardt</td>
<td>Director, Low-Wage Work Program</td>
</tr>
<tr>
<td>Carol Zabin</td>
<td>Director, Green Economy Program</td>
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<tr>
<td>Kinesha Cadogan</td>
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<tr>
<td>Sarah Lawton</td>
<td>Development Coordinator</td>
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<tr>
<td>Laurel Lucia</td>
<td>Director, Health Care Program</td>
</tr>
<tr>
<td>Jenifer MacGillvary</td>
<td>Publications Coordinator</td>
</tr>
</tbody>
</table>

(continued)
THE LABOR CENTER (CONTINUED)

Danielle Mahones, Director, Leadership Development Program

Sandy Olgeirson, Communications Coordinator

Karen Orlando, Labor Education Specialist

Kathleen Parsons, Executive Assistant and Office Manager

Ian Perry, Research and Policy Associate

Katie Quan, Senior Fellow

Nari Rhee, Director, Retirement Security Program

Gabriel Sanchez, Former Research and Policy Associate

Sarah Thomason, Research and Policy Associate

Lamoin Werlein-Jaen, Former Director, Leadership Development Program

CENTER ON WAGE AND EMPLOYMENT DYNAMICS (CWED)

Sylvia Allegretto, Co-chair

Michael Reich, Co-chair

Carl Nadler, Postdoctoral Researcher

Anna Godøy, Postdoctoral Researcher

CENTER FOR THE STUDY OF CHILD-CARE EMPLOYMENT (CSCCE)

Lea Austin, Director

Marcy Whitebook, Director Emerita

Cynthia Dunn, Administrative Officer

Laura Sakai, Researcher

Caitlin McLean, Workforce Specialist

Abby Copeman Petig, Specialist

Bethany Edwards, Research and Policy Associate

Aline Hankey, Research and Policy Associate

Elena Montoya, Research and Policy Associate

Jasmine Rivera, Program Associate

Marisa Schlieber, Research and Policy Associate

CALIFORNIA POLICY LAB (CPL)

Evan White, Executive Director

Jesse Rothstein, Faculty Director

Elsa Augustine, Research Associate

Vikash Reddy, Policy Analyst

Alissa Skog, Research Associate

Charles Davis, Data Analyst

Alyssa Mooney, Postdoctoral Researcher
CALIFORNIA PUBLIC EMPLOYEE RELATIONS (CPER)

Rebecca McKee, Director
Stefani Kalmin, Managing Editor

IRLE FACULTY ADVISORY BOARD

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Irene Bloemraad, Professor of Sociology and the Thomas Garden Barnes Chair of Canadian Studies
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Catherine Fisk, Professor of Law
Hilary Hoynes, Professor of Public Policy and Economics, Haas Distinguished Chair in Economic Disparities
Paul Pierson, John Gross Endowed Chair, Professor of Political Science
Sandra Susan Smith, Professor of Sociology and Interim Director of IRLE 2017–18

IRLE has 108 faculty affiliates in 21 departments

2017–18 VISITING SCHOLARS

Toshiyuki Baba — Japan
Niklas Blomqvist — Sweden
Maria Brunborg Hoen — Norway
Domenico Depalo — Italy
Lisa Degalle — France
Lori Kletzer — United States
Benno Koch — Germany
David Loschiavo — Italy
Aleksandra Parteka — Poland
Filip Pertold — Czech Republic
Barbara Pertold-Gebicka — Czech Republic
Martin Seeliger — Germany
Celine Teney — Germany
Elina Tuominen — Finland
Tuomo Virkola — Finland
We are pleased to be able to report that IRLE’s financial situation is strong, despite ongoing cuts to campus support amid UC Berkeley’s efforts to balance its own budget. A number of the initiatives that we have undertaken since I began as director have paid off in substantial increases in external funding. Our total FY18 budget, inclusive of campus funds, state funds that flow through the campus, gifts, and extramural contracts and grants, is over $10 million, up more than 20% from 2016–17.

Nearly all of our centers have grown—entirely on extramural funds—in the last two years. The largest proportionate growth has been in the California Policy Lab (founded in 2017) and in Faculty research funds. The latter represents grants that we administer on behalf of our faculty affiliates. IRLE has invested substantial resources into research administration at IRLE in the last several years. Nearly all of the grants that we administer represent funds that would not have come to Berkeley without our assistance. We are proud of the investment we have made in growing the volume of excellent research being done by Berkeley faculty and research staff.

<table>
<thead>
<tr>
<th>INCOME</th>
<th>2016–17</th>
<th>2017–18</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contracts and Grants</td>
<td>$3,412,997</td>
<td>$5,388,902</td>
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<tr>
<td>Gifts and Endowments</td>
<td>$353,571</td>
<td>$352,129</td>
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<td>Sales and Services</td>
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<td>CA State Funding</td>
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<td>UCOP Funding</td>
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<tr>
<td>Other (Transfers)</td>
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<td>($1,884)</td>
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<td><strong>TOTAL</strong></td>
<td><strong>$8,534,460</strong></td>
<td><strong>$10,464,183</strong></td>
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<table>
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<td>Personnel</td>
<td>$6,442,131</td>
<td>$7,217,693</td>
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<tr>
<td>Non-Personnel</td>
<td>$1,020,405</td>
<td>$1,882,783</td>
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<td>Fellowships and Grants</td>
<td>$418,873</td>
<td>$470,167</td>
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<td>C&amp;G Overhead</td>
<td>$411,813</td>
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<td><strong>TOTAL</strong></td>
<td><strong>$8,293,232</strong></td>
<td><strong>$10,192,981</strong></td>
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EXPENDITURES BY CENTER  Total $10,192,981

IRLE Central spending, 2017–18

Center support 25%
Awards (faculty & students) 17%
Other non-personnel 8%
Academic personnel 43%
Staff (including work study students) 6%

Faculty research funds $1,325,688 — 13%
CPER $306,579 — 3%
CPL $1,165,560 — 11%

GRANT APPLICATIONS

<table>
<thead>
<tr>
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<th>2016–17</th>
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<th>2017–18</th>
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<td>PROPOSALS</td>
<td>GRANTS</td>
<td>PROPOSALS</td>
<td>GRANTS</td>
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<td>AWARDED</td>
<td>SUBMITTED</td>
<td>AWARDED</td>
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<td>IRLE Faculty</td>
<td>$2,029,735</td>
<td>$1,162,636</td>
<td>$5,152,530</td>
<td>$1,561,545</td>
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<td>Labor Center</td>
<td>$968,133</td>
<td>$899,113</td>
<td>$2,384,430</td>
<td>$1,765,931</td>
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<td>CWED</td>
<td>$789,657</td>
<td>$462,918</td>
<td>$250,567</td>
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<td>CSCCE</td>
<td>$2,047,010</td>
<td>$1,907,556</td>
<td>$2,243,750</td>
<td>$2,135,000</td>
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<td>CPL</td>
<td>$931,628</td>
<td>$931,629</td>
<td>$7,238,125</td>
<td>$3,100,880</td>
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<td>TOTAL</td>
<td>$6,766,163</td>
<td>$5,323,852</td>
<td>$17,269,402</td>
<td>$8,718,356</td>
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</tbody>
</table>

FINANCIALS / EXPENDITURES / EXTERNAL GRANTS
“IRLE’s working group grant allowed me to bring together labor historians, journalists, union leaders, and entrepreneurs who are on the front lines of food production.”

—Ignacio Ornelas Rodriguez, Berkeley visiting research scholar, Bracero Legacy Project
Thank you to our 2017–18 Funders

Alfred P. Sloan Foundation
Alliance for Early Success
Bill and Melinda Gates Foundation
Blue Shield of California Foundation
The California Wellness Foundation
California Department of Education
California Health Care Foundation
California Workforce Development Board
City of Seattle
County of Sacramento
County of Santa Cruz
Covered California
Energy Foundation
Ewing Marion Kauffman Foundation
Ford Foundation
Heising-Simons Foundation
Laura and John Arnold Foundation
National Institute on Retirement Security

Next 10
Robert Wood Johnson Foundation
Rosenberg Foundation
Russell Sage Foundation
State of California
Stephen M. Silberstein
The California Endowment
The David and Lucile Packard Foundation
The Joyce Foundation
The San Francisco Foundation
The Washington Center for Equitable Growth
The William and Flora Hewlett Foundation
University of California, Berkeley
U.S. Department of Labor
U.S. National Institutes of Health
W. Clement and Jessie V. Stone Foundation
W.K. Kellogg Foundation

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