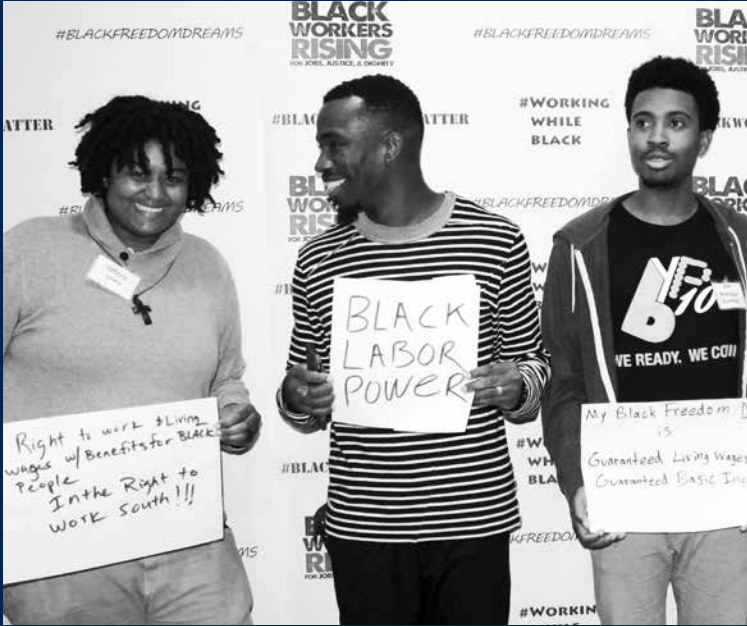


[2016-17 annual report]





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DIRECTOR'S MESSAGE



Institute for Research on Labor and Employment (IRLE)

IRLE's mission is to conduct and support research on labor and employment at UC Berkeley. Our goal is to bridge the gap between academic research and the policy world.

To achieve this goal, IRLE supports policy-relevant and socially-engaged research; disseminates the latest research from our centers, affiliated faculty, and scholars to a wide audience of policymakers, academics, and the public; and educates California's labor, business, and community leaders.

This year was my second as Director of IRLE, and one of significant change and growth in our campus reach. In 2016–17, we focused on expanding IRLE's engagement with campus, support for faculty, and communication of cutting-edge research to a wide audience.

Below are some highlights of our year:

- Awarded 28 IRLE **Faculty Research Grants**—\$357,794 total—to UC Berkeley faculty for research and events.
- Created and funded a new **dissertation-year fellowship**, providing full tuition and stipend for three students (see p. 27).
- Launched a new **policy brief** series to disseminate faculty research to a wider audience (see p. 8).
- Launched an innovative new project with UCLA—the **California Policy Lab**—to harness the power of administrative data to improve California policy (see p. 6).
- Hosted a **conference**, co-sponsored with the Washington Center for Equitable Growth, on the causes of wage stagnation and inequality (see p. 28).
- Held a **weekly seminar series** featuring Berkeley faculty, visiting scholars from around the world, Berkeley doctoral students, and national policy experts. We also held two all-day **research workshops** featuring the work of our visiting scholars (see p. 28).
- Created a new **secure data facility** to house non-public data sets, and provided administrative and technical support for the establishment of data use agreements.



- Expanded **grants administration** capacity to support faculty seeking and managing external funding (see p. 36).
- **Renovated** our building to provide more usable office space, a new conference room, improved conferencing technology, and drop-in work space.
- Hosted 28 **visiting scholars** (see p. 34.)
- Provided start-up support for the **Berkeley Opportunity Lab (O-Lab)**, which is bringing funding and public attention to Berkeley's world-class faculty researching inequality, economic opportunity, and social mobility.
- Provided financial support to the **Econometrics Laboratory**, the Department of Economics statistical computing facility.

The following pages detail the significant contributions IRLE and its Centers have made over the past year in research, public outreach, and campus life. As this report illustrates, IRLE's research makes it into the hands of intellectual leaders and policymakers at the forefront of debates about the challenges facing working people today. I am proud of the tremendous contributions IRLE has made this year to UC Berkeley and to the national conversation about labor and the economy.

Jesse Rothstein

Director of IRLE

Professor of Economics and Public Policy

OVERVIEW



The Labor Center

Founded in 1964, the Labor Center conducts research and education on issues related to labor and employment. The center's curricula and leadership trainings serve to educate a diverse new generation of labor and community leaders. In 2016–17, the Labor Center's programs (Low-Wage Work, Health Care, Retirement Security, Green Economy, Black Worker Program, and Leadership Development) continued to provide timely research, education, and outreach on a variety of issues facing workers today.

LOW-WAGE WORK

The Labor Center has long been a leading source of definitive research, policy expertise, and technical assistance on labor standards policies. Our research in 2016–17 on low-wage work, living wage and minimum wage laws, subcontracting, economic development policies, and the cost of low-road business models informed public policies in California, as well as cities and states across the country. Our work helped community-based organizations, unions, and policymakers develop viable strategies to improve job quality and the economic security of working families. We also served as experts on debates about the future of work and how public policy should respond to the gig economy and new technologies.

HEALTH CARE

The Labor Center's health care research aims to inform policymaking that expands coverage, improves health care access, reduces disparities, and promotes efficient health care spending. Our research this year focused on the effects of federal, state, and local health policies on workers, their families, unions, and employers, with an emphasis on California. In 2016–17, the fate of the Affordable Care Act (ACA)—coverage for Californians and the role the ACA plays in California's economy—occupied much of our focus. Much of our research and analysis utilized projections generated from the California Simulation of Insurance Markets (CalSIM) model, which we developed with the UCLA Center for Health Policy Research.

Other IRLE centers

CALIFORNIA STUDIES CENTER

CENTER FOR CULTURE, ORGANIZATIONS, AND POLITICS

FOOD LABOR RESEARCH CENTER

INTERDISCIPLINARY IMMIGRATION WORKSHOP

RETIREMENT SECURITY

The Labor Center conducts research on workers' retirement prospects in the context of threats to Social Security, the decline of secure workplace pensions, and the shift to individual investment accounts like 401(k)s. We also assess state policies and proposals that aim to improve retirement security in California and nationally. In 2016–17, we focused on the teacher retirement needs of the state's teachers and the new Secure Choice program proposed and ultimately adopted by the State of California, offering all workers access to a retirement investment option.

GREEN ECONOMY

The Labor Center's Green Economy Program is a primary source of research and outreach on labor and workforce issues in the clean energy economy. In 2016–17, we filled a crucial policy niche in California and nationwide, providing technical assistance to labor unions, state agencies, and other stakeholders regarding job creation, quality, access to good jobs for workers from disadvantaged communities, and workforce development.

BLACK WORKER PROGRAM

The mission of the Black Worker Program is to advance a body of research, trainings, and technical assistance that aids in the reduction of Black unemployment and increases the quality of jobs available to Black workers.

LEADERSHIP DEVELOPMENT

The leadership development team builds the capacity of unions and community organizations to address a rapidly changing and challenging political and economic environment. We work to develop the skills of emerging leaders, as well as assist some of the most seasoned labor professionals to identify opportunities and craft strategic approaches to overcoming challenge.



Center on Wage and Employment Dynamics (CWED)

CWED was established in June 2007 to provide a home for projects on wage and employment trends in contemporary labor markets. CWED's main focus over the past several years has been on minimum and subminimum wage floors at the federal, state, and local levels. In 2016–17, CWED published several studies on the minimum wage, including studies of the possible effects of proposed increases in state and local minimum wages as well as evaluations of the impacts of existing minimum wage standards.



Center for the Study of Child Care Employment (CSCCE)

In 2016–17, CSCCE focused on three areas of work: early educator teacher preparation and development; teacher work environments (the workplace supports and conditions that teaching staff need to learn and to continue to develop their knowledge and skills on the job, and how these relate to program quality); and workforce policy and the status of the early education workforce. Our work in 2016–17 sought to identify and advance strategies to secure livable and equitable wages and supportive work environments, to ensure the well-being of the early childhood workforce, to improve the quality of services for children, and to address the needs of families that are overburdened by the high cost of early care and education.

cper California Public Employee Relations (CPER)

CPER was founded in 1969 to provide the California public sector—including employers, employees, unions, educators, and legal counsel—with neutral and accurate resources valuable to navigating the laws and protections covering collective bargaining and individual rights in the workplace. CPER produces pocket guides to explain the laws and procedures covering public employment, and educates the public sector about recent developments in the applicable laws.

NEW INITIATIVES



California Policy Lab (CPL)

IRLE launched the California Policy Lab, a joint project with UCLA, in January 2017.

CPL's mission is to improve the lives of Californians by working with government to generate evidence that transforms public policy. We do this by forming lasting partnerships between California government and the state's flagship universities to harness the power of rigorous research and administrative data.

CPL has five core focus areas:

- Promoting Public Safety and Criminal Justice
- Serving High-Need Populations and Reducing Homelessness
- Reducing Income Inequality for a Lasting Recovery
- Strengthening the Social Safety Net and Health Equity
- Advancing Education and Opportunity for All

Evan White was hired as Executive Director of CPL; IRLE Director Jesse Rothstein serves as Faculty Director. CPL has faculty affiliates in Public Policy, Economics, Social Welfare, and Public Health.



Opportunity Lab (O-Lab)

IRLE also continued to provide support and seed funding to O-Lab, which seeks to leverage the expertise of Berkeley faculty to promote rigorous research based in empirical economics that produces meaningful impact on poverty, inequality, and opportunity. In Fall 2016, O-Lab held a launch event on the Economics of Opportunity featuring Berkeley economics faculty Christina Romer, former Chair of President Obama's Council of Advisers, David Card, and Enrico Moretti. In Spring 2017, the O-Lab was selected for seed funding by the Vice Chancellor for Research in a campus-wide competition.

PUBLICATIONS

IRLE and its centers published numerous reports, policy briefs, blogs, and opinion pieces in 2016–17. The selected publications below illustrate the breadth of research done by our staff researchers and faculty affiliates. For a full listing of our publications visit irle.berkeley.edu/publications.



16 IRLE working papers in 2016–17 from 11 faculty affiliates

IRLE WORKING PAPERS

IRLE's Working Paper series brings preliminary work and new research from faculty and campus researchers to a broad audience for discussion and comments. A few of the papers we published this year:

Social Experiments in the Labor Market.
Rothstein & Von Wachter (July 2016)

Child Poverty, the Great Recession, and the
Social Safety Net in the United States. Bitler,
Hoynes & Kuka (September 2016)

The Dilemma of Mobility: The Differential
Effects of Women and Men's Erratic Career
Paths. Leung (September 2016)

Measuring the Impact of Teachers. Rothstein
(June 2017)





[migrant workers]

IRLE POLICY BRIEFS

IRLE's Policy Brief series takes academic research by our faculty affiliates and campus researchers and translates it for a policy audience. We distribute briefs to policymakers and journalists, bringing rigorous Berkeley research to bear on public debate.

9 briefs in 2016–17, featuring work by 11 faculty

Where did all the migrant farm workers go? Fan & Perloff (July 2016)

Revisiting the Impact of Head Start. Montialoux (September 2016)

Is the Great Recession really over? Yagan (September 2016)

Are minimum wage increases absorbed by small price increases? Allegretto and Reich (November 2016)

Fiscal policy and employment: Lessons from the Social Security earnings test. Montialoux (December 2016)

Can value-added models identify teachers' impacts? Rothstein (December 2016)

The Earned Income Tax Credit: a key policy to support families facing wage stagnation. Hoynes (January 2017)

Is Uncle Sam Inducing the Elderly to Retire? Auerbach (February 2017)

The Great Recession reduced fertility among unmarried and teen women. Schneider (May 2017)

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.

4 issues in 2016–17, 22 articles, including:

Community Colleges and Employers: How Can We Understand their Connection? Osterman & Weaver (October 2016)

The Evolution of Earnings Volatility During and After the Great Recession. Koo (October 2016)

Do Sectoral Employment Programs Work? New Evidence from New York City's Sector-Focused

Career Centers. Gasper, Henderson & Berman (January 2017)

The Labor-Market Impact of San Francisco's Employer-Benefit Mandate. Colla, Dow & Dube (January 2017)

Local Immigration Enforcement and Local Economies. Bohn & Santillano (April 2017)

SCHOLARLY PUBLICATIONS

The Earned Income Tax Credit. In *Economics of Means-Tested Transfer Programs in the United States*, Volume I. Rothstein & Nichols (2016)

The Measurement of Student Ability in Modern Assessment Systems. *Journal of Economic Perspectives*. Rothstein & Jacob (Summer 2016)

Tax Policy Toward Low-Income Families. In *The Economics of Tax Policy*: Oxford University Press. Rothstein & Hoynes (2017)

The Great Recession and its Aftermath: What Role for Structural Changes? *RSF: The Russell Sage Foundation Journal of the Social Sciences*. Rothstein (April 2017)

Measuring the Impacts of Teachers: Comment. *American Economic Review*. Rothstein (June 2017)

Commentary

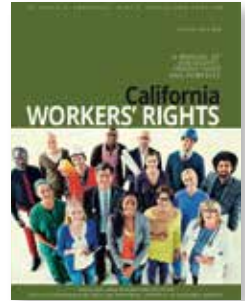
Expand Social Security. Washington Center for Equitable Growth series: *Delivering equitable growth: strategies for the next Administration*. Rothstein (October 2016)

Social Security Benefits: When Do You Plan to Retire? *Econofact*. Rothstein (February 2017)

Do Minimum Wages Really Kill Jobs? *Econofact*. Reich & Rothstein (May 2017)



BOOK *California Workers' Rights: A Manual of Job Rights, Protections and Remedies* (5th edition) Rosenfeld, Fendel & Yen (2017)



LOW-WAGE WORK

Estimating the Cost of Raising Child Care Workers' Wages for State Subsidy Programs: A Methodology Applied to California's New Minimum Wage Law. Thomason & Bernhardt (December 2016)

Emergency Medical Services in California: Wages, Working Conditions, and Industry Profile. Jacobs, Heller, Waheed & Appel (February 2017)

What Do We Know About Gig Work in California? An Analysis of Independent Contracting. Thomason & Bernhardt (June 2017)

Commentary

It's Not All About Uber. *Perspectives on Work*. Bernhardt (2016)

Organizing for Good Jobs: Recent Developments and New Challenges. *Work and Occupations*. Bernhardt & Osterman (February 2017)

Beyond Basic Income: Claiming Our Right to Govern Technology. *Medium*. Bernhardt (May 2017)

HEALTH CARE

Hundreds of Thousands of Californians could Gain Health Insurance if Supreme Court Upholds Obama's Executive Action on Immigration. Dietz, Jacobs & Lucia (June 2016)

Preliminary Regional Remaining Uninsured 2017 Data Book, California Simulation of Insurance Markets (CalSIM) version 2.0. with UCLA Center for Health Policy Research. Dietz,

Graham-Squire, Becker, Chen, Lucia & Jacobs (August 2016)

Taking Stock: Californians' Insurance Take-Up Under the Affordable Care Act. Dietz (October 2016)

Providing Health Care to Undocumented Residents: Program details and lessons learned from three California county health programs. Rojas & Dietz (October 2016)

California's Projected Economic Losses under ACA Repeal. Lucia & Jacobs (December 2016)

ACA Repeal in California: Who Stands to Lose? With UCLA Center for Health Policy Research. Dietz, Lucia, Kominski & Jacobs (December 2016)

Which California Industries would be Most Affected by ACA Repeal and Cuts to Medi-Cal? Lucia, Dietz & Jacobs (February 2017)

Medi-Cal Expansion under AHCA: Severe Coverage and Funding Loss unless State Backfills Billions in Federal Cuts. Lucia, Jacobs & Bindman (March 2017)

California's Self-Employed and Small Business Employees Experienced Large Health Coverage Gains under ACA. Siemons, Lucia & Jacobs (May 2017)

Fact Sheets: What do California Counties Stand to Lose under ACA Repeal?

Fact Sheets: Medi-Cal Enrollment by District.

Commentary

ACA Repeal: Worse than the Drought for San Joaquin Valley Jobs. *Raising the Bar*. Lucia & Jacobs (January 2017)

Californians with Employer-Sponsored Insurance would Lose Protections under ACA Repeal. *Raising the Bar*. Siemons & Lucia (February 2017)

The Sick Logic behind the Republican Health Care Plan. *Raising the Bar*. Jacobs (May 2017)

RETIREMENT SECURITY

Proposed Congressional Repeal of Federal Regulations Supporting State Auto-IRAs Threatens Retirement Security of 13 Million Workers in Five States. Rhee (February 2017)

California Secure Choice Retirement Savings Program (SB 1234): FAQ for Unions and Union Members. Rhee (February 2017)

Lessons from California, Connecticut, and Oregon: How Plan Design Considerations Shape the Financial Feasibility of State Auto-IRAs. Rhee (February 2017)

Commentary

Teacher Pensions vs. 401(k)s: Part 1—Look at the Whole Workforce, Not Just New Entrants. and Teacher Pensions vs. 401(k)s: Part 2—A Bird in the Hand Is Worth Two in the Bush. *Raising the Bar*. Rhee (February and April 2017)

Raising the Bar, the UC Berkeley Labor Center blog, features staff commentary on pressing issues: laborcenter.berkeley.edu/blog

GREEN ECONOMY

The Link Between Good Jobs and a Low Carbon Future. Jones, Philips & Zabin (July 2016)

Advancing Equity in California Climate Policy: A New Social Contract for Low-Carbon Transitions. Zabin, Martin, Morello-Frosch, Pastor & Sadd (September 2016)

The Economic Impacts of California's Major Climate Programs on the San Joaquin Valley. Jones, Duncan, Elking & Hanson (January 2017)

Commentary

California's Climate Policies Bring Good Jobs to the San Joaquin Valley. *Raising the Bar*. Jones (February 2017)

State climate policies are boosting San Joaquin Valley's economy. *The Sacramento Bee*. Perry, Elkind & Jones (January 2017)

Embrace equity to win on climate goals. *San Francisco Chronicle*. Zabin & Pastor (September 2016)



[green jobs]



The Teacher Pay Gap is Wider than Ever. *Economic Policy Institute*. Allegretto (August 2016)

Two and A Half Decades: Still Waiting for Change. Washington Center for Equitable Growth's series: *Delivering equitable growth: strategies for the next Administration*. Allegretto (October 2016)

Are Minimum Wage Increases Absorbed by Small Price Increases? Allegretto & Reich (November 2016)

The Effects of a \$15 Minimum Wage in California and Fresno. Reich, Allegretto &

Montaloux (January 2017)

Credible Research Designs for Minimum Wage Studies: A Response to Neumark, Salas and Wascher. *ILR Review*. Allegretto, Dube, Reich & Zipperer (May 2017)

Are Local Minimum Wages Absorbed by Price Increases? Estimates from Internet-based Restaurant Menus. *ILR Review*. Allegretto & Reich (June 2017)

Seattle's Minimum Wage Experience 2015-16. Reich, Allegretto & Godoey (June 2017)

Letter to Seattle Mayor's Office. Reich (June 2017)

Over the past year, CWED has modeled the impacts of proposed minimum wage increases for California, Fresno, San Jose, Santa Clara County, and New York State.



CSCCE released the first Early Childhood Workforce Index in July 2016, which profiled the state of child care employment in all 50 states. An online interactive map allowed people to compare changes in wages across states and the progress of early childhood workforce and family & income support policies.

2016 Alameda County Early Care and Education Workforce Study. Austin, Sakai & Dhamija.

The Early Care and Education Workforce. *Future of Children*. Phillips, Austin & Whitebook (Fall 2016)

Teachers' Voices: Work Environment Conditions that Impact Teacher Practice and Program Quality. Whitebook, King, Philipp & Sakai (February 2017)

What Does Good Child Care Reform Look Like? Gould, Whitebook & Austin (March 2017)

Teaching the Teachers of Our Youngest Children: The State of Early Childhood Higher Education in Florida. Copeman Petig, Sakai, Austin, Edwards & Montoya (2017)

In Pursuit of Pre-K Parity: A Proposed Framework for Understanding and Advancing Policy and Practice. Whitebook & McLean (April 2017)

Educator Expectations, Qualifications, and Earnings: Shared Challenges and Divergent Systems in ECE and K-12. Whitebook & McLean (February 2017)

Video: Getting it Right for Our Babies. For Our Babies Campaign at WestEd: Lally, Whitebook, Montoya, & Weatherston (June 2017)

Whitebook, McLean & Austin (July 2016). Early Childhood Workforce Index, 2016.

The Index provides a current appraisal of workforce conditions and policies across states, and an interactive map: cscce.berkeley.edu/interactive-map/.





[state employees]



The Effects of California's Enhanced Drug and Contraband Interdiction Program on Drug Abuse

and Inmate Misconduct in California's Prisons.
Raphael (April 2017)

Letters of Recommendation Give New Information about UC Berkeley Applicants Without Hurting Diversity. Rothstein (July 2017)

cper **CPER published 7 Pocket Guides in 2016–17:**

Workplace Investigations

Meyers-Milias-Brown Act (16th ed.)

Due Process in Public Employment (4th ed.)

Factfinding (2nd ed.)

Firefighters Procedural Bill of Rights Act (4th ed.)

Fair Labor Standards Act (4th ed.)

Workplace Rights of Public Employees (5th ed.)

IN THE NEWS

In 2016–17, research conducted by IRLE and its centers was featured in dozens of local, regional, and national outlets, including: the *New York Times*, *Washington Post*, *Los Angeles Times*, *Wall Street Journal*, *Orange County Register*, *Huffington Post*, *Newsweek*, *Marketplace*, and more.

Below is a selection of media coverage featuring IRLE staff. For a full list, see irle.berkeley.edu/in-the-news/



Q&A: The Economic Consequences of Denying Teachers Tenure
The American Prospect | August 4, 2016

Does the Government Lie About Economic Figures?
Marketplace | October 17, 2016

Record-high Job Openings but No Wage Gains to Match
Marketplace | September 7, 2016

Advice for the Next President: Expand Social Security
Bloomberg | November 3, 2016

States Challenge Federal Rule Expanding Overtime Pay
Marketplace | September 21, 2016

It Turns Out Spending More Probably Does Improve Education
New York Times | December 12, 2016

Not Enough Skilled Factory Workers—Really?
Marketplace | October 7, 2016

Voters Approved Wage Hikes, But GOP Lawmakers Have Other Ideas
Bloomberg Politics | April 5, 2017

IRLE research was featured in Berkeley News, on the *Berkeleyan*, and on the front page of Berkeley's website more than a dozen times in 2016–17



LOW-WAGE WORK

Many Manufacturing Workers Don't Make Enough To Keep Off Public Assistance

NPR Weekend Edition | June 12, 2016

What Ben Carson Got Wrong About Government Assistance

Washington Post Wonkblog | January 12, 2017

Here's Who's Winning the \$15 Minimum Wage Wars Now

CNBC | April 7, 2017

Commentary: Tech Leaders Must Look Beyond Universal Basic Income

The Mercury News | May 30, 2017

HEALTH CARE

Obamacare: 72 Percent of Previously Uninsured Californians Now Have Health Plans
The Mercury News | August 18, 2016

Obamacare Repeal Could Leave 5 Million Californians Without Health Care
Sacramento Bee | January 19, 2017

Low-income Californians Will Be Hit Hard by

Proposed American Health Care Act
Fresno Bee | March 22, 2017

California Could Lose \$24 Billion in Healthcare Funding under GOP Plan
The Mercury News | March 22, 2017

GOP Bill Could Undercut Self-employed Insurance Gains, report says
San Francisco Chronicle | May 22, 2017





[health care coverage]

RETIREMENT SECURITY

California to Launch Retirement Accounts for Workers Without Pensions, 401(k)s
The Mercury News | August 30, 2016

Retirement Savings for All? California Vows to

Proceed Despite New D.C. Obstacle
The Mercury News | April 1, 2017

Retirement Crisis Is a Bigger Crisis than Health Care
U.S. News & World Report | May 24, 2017

GREEN ECONOMY

Assemblymember Garcia Highlights Importance of Coachella and Imperial Valleys in Renewable Energy and the Green Economy
Imperial Valley News | July 12, 2016

Renewable Energy Programs Helping Distressed Areas of California with Quality Jobs, Study Says
Los Angeles Times | July 12, 2016

Have Climate Policies Helped San Joaquin Valley? New Report Says Yes
Los Angeles Times | January 18, 2017



Minimum Wage Coverage
Increase in Minneapolis
Probably Wouldn't Be as Bad

(or as Good) as People are Saying
MinnPost | August 31, 2016

4 States May Give Minimum Wage Hike
Momentum
FoxBusiness | November 8, 2016

In San Jose, Higher Minimum Wage had Modest
Impact on Diners' Tabs, None on Jobs
UC Berkeley News | November 29, 2016

What Will a Higher Minimum Wage Do? Two
New Studies have Different Ideas
Los Angeles Times | January 11, 2017

Voters Approved Wage Hikes, But GOP
Lawmakers Have Other Ideas
Bloomberg Politics | April 5, 2017

Professor Michael Reich named LERA 2017
Academic Fellow
LERA | May 17, 2017

Teacher pay coverage

Think Teachers Aren't Paid Enough? It's Worse
Than You Think.
Washington Post | August 16, 2016

Pay Gap Between Public-School Teachers and
Similar Workers Is Wider Than Ever
Wall Street Journal | August 17, 2016

Teachers Feel Undervalued—and They May Be
Right
Marketplace | August 18, 2016

America's Cash-strapped Teachers are a Target
for Predatory Lenders
The Guardian | August 18, 2016





Early Childhood Workforce Index

CSCCE's inaugural edition of the Early Childhood Workforce Index (July 2016) was covered by a number of influential outlets including the *New York Times*, *Wall Street Journal*, *Washington Post*, *Los Angeles Times*, *Marketplace*, and *Education Week*.

Half of America's Childcare Workers Need Food Stamps, Welfare Payments or Medicaid
The Washington Post | July 11, 2016
Picked up by: *Los Angeles Times*

Where Child-Care Workers and Early Educators Earn the Most and Least
The Wall Street Journal | July 11, 2016

Child Care Expansion Takes a Toll on Poorly Paid Workers
The New York Times | July 12, 2016

Additional coverage of CSCCE's work

How Rising Child Care Costs Affect the Workers Taking Care of Your Kids
Marketplace | August 11, 2016

Why are Early Childhood Educators Struggling to Make Ends Meet?
PBS Newshour | August 16, 2016

Having a Child Will Bankrupt You
Elle Magazine | January 25, 2017

What Should American Child Care Look Like? Some Say: A Public Good
Wisconsin Public Radio | April 11, 2017

We Need a Daycare Revolution
Working Mother Magazine | June 6, 2017

Preschool Teachers Deserve Better Pay
U.S. News & World Report | September 6, 2017



California Shifts from Scanners to Dogs to Halt Prison Contraband

San Francisco Chronicle | May 13, 2017

Prisons Put New Limits On Inmate Visits To Stamp Out Drugs
Huffington Post | May 30, 2017

Recommendation Letters Help Underrepresented Applicants to Berkeley, Study Shows
UC Berkeley News | July 11, 2017

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

OUTREACH AND PUBLIC SERVICE

IRLE and its centers provide a range of outreach and public service activities, including technical assistance and expert advice to states, cities, organizations, and policymakers on best practices; service to national research organizations; and courses, funding and summer programs for Berkeley students. A selection of those activities in 2016–17 is below.

LOW-WAGE WORK

- Provided technical assistance in the form of research and policy support to a wide range of stakeholders, including state and city legislators, federal statistical agencies, state and national think tanks, community-based organizations, and foundations. A significant portion of this technical assistance focused on the design, implementation, and enforcement of minimum wage laws, as well as accurate analysis of trends in the gig economy.
- Presented at dozens of major academic and public policy conferences. More than half focused on the future of work topics, including convenings by foundations (Open Society, Ford, Kellogg, and Russell Sage) as well as academic conferences (American Sociological Association, UC Berkeley, Stanford's Center for Advanced Study in the Behavioral Sciences, Labor and Employment Research Association) and researcher workshops at U.S. statistical agencies (U.S. Department of Labor and the Census Bureau).
- Gave expert testimony in front of legislative bodies, including the California Senate Appropriations Committee, the California State Senate Democratic Caucus Policy Conference, the California State Assembly Committee on Labor and Employment, the San Jose City Council, the San Mateo City Council, and the Cities Association of Santa Clara.
- Helped form a UC Berkeley working group on Artificial Intelligence which has included meetings with European researchers working on the same topic. We are also providing technical assistance to several unions on responding to new technologies in their industries.

HEALTH CARE

- Presented at three health care town halls hosted or attended by U.S. Representatives; testified on the impacts of proposals for ACA repeal at a California legislative hearing; and presented on the impact of proposals for ACA repeal to other audiences including labor, health reporters, and other stakeholders.
 - Provided policymakers and the public with estimates of economic and health insurance losses under proposed ACA repeal bills for certain counties and districts, cost and coverage impacts of expanding insurance to undocumented California young adults, for advocates and legislative staff; medi-Cal enrollment among children by Congressional District, for advocates; and projections of state Medi-Cal budget savings with a \$15 statewide minimum wage.
-

RETIREMENT SECURITY

- Played a critical role in the development of a state-sponsored automatic retirement savings program for 7 million private employees who lack access to a pension or 401(k) at work.
 - Joined with Overture Financial to complete a consortium study on the plan design, market analysis, and financial feasibility of the program, and provided additional technical assistance to state policymakers. This program, called California Secure Choice, was signed into law in September 2016 (SB 1234).
 - Collaborated with several research and policy organizations to disseminate research on this model, which has been pursued by an increasing number of states. In 2017, as the new Congress moved to change regulations affecting “Secure Choice” retirement plans for workers with no access to employer plans, we released a rapid response policy brief addressing the impact that repeal would have on California workers.
-

GREEN ECONOMY

- Provided technical assistance to the labor coalition led by the IBEW (electrical workers union) in proceedings at the California Public Utilities Commission, Energy Commission, and Air Resources Board.

- Provided research and technical assistance to labor and environmental organizations in Washington and Oregon as those two states explore options for creating a carbon tax and/or a cap and trade system.
- Supported the BlueGreen Alliance in Wyoming, Pennsylvania, Ohio, and Illinois by identifying specific projects and policy opportunities that align with their strategic objectives.

BLACK WORKER PROGRAM

- Incubated the National Black Worker Center Project, a national network with eight affiliated Black worker centers. The Project held a launch event in Washington, DC in May, 2017.
- Assisted the Bay Area Black Worker Center Project in a successful campaign to win approval by the Alameda County Board of Supervisors of a proposal for the county to hire 1,400 formerly incarcerated individuals.
- Provided technical assistance to the Bay Area Black Worker Center and the Justice Reinvestment Coalition of Alameda County to engage the county during the implementation of its “Re-Entry and Harder to Employ Hiring Program.”
- Held annual C.L. Dellums African American Leadership School.

LEADERSHIP DEVELOPMENT

- Created an Organizing Department and strategic plan for the International Brotherhood of Boilermakers.
- Engaged in strategic planning with AFSCME Joint Council 57 around potential right-to-work legislation and the San Mateo County Union Community Alliance.
- Hosted several leadership training programs: Strategic Campaigns, Lead Organizer Trainings, Organizing Strategies Forum, Strategic Research, Latin@Leadership Institute (a series of regional meetings in Monterey, San Joaquin and Kern Counties); Central Valley Leadership Development and Civic Engagement Training.
- Presented at United Association for Labor Education (UALE) annual conference (April 2016): Union Internship Programs: Making the Connections to Develop and Empower Young Labor Activism and Careers in the Movement.



[low wage work]



- Provided technical assistance to eight states and four cities regarding early childhood workforce research and policy, including minimum wage, earnings and economic status, and early learning work environments. Organizations and policymakers 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, California State Advisory Council on Early Learning and Care, and the Georgetown University Center for Poverty and Inequality.
- Served on committees including the National Academy of Sciences, Engineering, and Medicine Committee on Financing Early Care and Education with Highly Qualified Workforce; California Commission on Teacher Credentialing, Child Development Permit Advisory Review Committee; California Transforming the Workforce For Children Birth Through Age 8 Action Planning Team, a Project of the California Department of Education, and First 5 California.



- Provided technical assistance to approximately 12 organizations on minimum and subminimum wages, including the City of San Jose, New York State Senate, and organizations in Maine, Arizona, Kentucky, and elsewhere; gave testimony before the California Senate and San Jose City Council.
- Presented at over 30 academic and policy meetings, including Labor and Employment Research Association meetings, SEIU conference, APPAM meetings, Resolution Foundation, France Strategie, American Action Forum, National Employment Law Project, and Economic Analysis and Research Network.
- CWED Co-chair Michael Reich was named Labor and Employment Relations Association (LERA) 2017 Academic Fellow.



Presented information at the State Bar of California Labor and Employment Conference and the CALPELRA Conference.

IRLE funded 23 research projects in 2016–17 led by faculty from Sociology, Public Policy, Economics, Business, Political Science, Public Health, Agricultural and Resource Economics, and Geography.

Faculty Support

IRLE provides grants to faculty to hire Graduate Student Researchers and hold events on projects related to labor and employment. In 2016–17 we funded the following projects:

- › **Sarah Anzia** (Public Policy)
The Politics of Public Safety: How Unions of Police Officers and Firefighters Shape Local Public Service Provision
- › **Clair Brown** (Economics)
Measuring California's Quality of Life, and Job Quality
- › **Ruth Berins Collier** (Political Science)
Regulation of On-Demand Work: The Politics of the Uber Economy
- › **Mathijs De Vaan** (Business)
Collaboration After Retractions?
- › **William H. Dow** (Public Health)
Participation and Plan Choices in the 2014–2016 California Individual Health Insurance Market
- › **Neil Fligstein** (Sociology)
The Role of Foreclosures in the Destruction of Wealth for Black, Hispanic, and Middle Class Families in the Great Recession
- › **Cybelle Fox** (Sociology)
Interdisciplinary Immigration Workshop
- › **Alexander Gelber** (Public Policy)
The Effect of the Social Security Earnings Test on Employment
- › **Heather Haveman** (Sociology)
The New One Percent? Data Science and Changes in American Corporate Leadership
- › **Seth Holmes** (Public Health)
Growing Up Transborder: Youth, Future Aspirations, and Immigrant Farm Labor in the United States



[climate change and work]

- **Soloman Hsiang** (Public Policy)
Labor Productivity in a Warmer World: The Impact of Climate Change on the Global Workforce
- **Patrick Kline** (Economics)
How Much Did the Wage Structure Change? Correlated Estimates of Worker-Firm Effects and Sorting
- **Ming Leung** (Business)
The Dilemma of Mobility: The Differential Effects of Women and Men's Erratic Career Paths on Performance Appraisals
- **David Levine** (Business)
“Personalized Policy” for OSHA (& Beyond): Machine Learning of Heterogeneous Treatment Effects Without Over-Fitting
- **Jeremy Magruder** (Agricultural and Resource Economics)
Search Frictions and Statistical Discrimination: A Field Experiment with a Large Indian Web Portal
- **Jeff Perloff** (Agricultural and Resource Economics)
Labor Supply and the Incidence of Taxes Fall on New York Taxi Drivers
- **Daniel Schneider** (Sociology)
Economic Uncertainty, Precarity, and Family Formation
- **Benjamin Schoefer** (Economics)
(1) Prices and Labor Costs: New Evidence from a Location and Industry Specific Producer Price Index; (2) The Role of Quits and Replacement Hiring in the Cyclicity of Job Openings
- **Sameer B. Srivastava** (Business)
(1) Comparing and Contrasting Survey- and Language-Based Measures of Cultural Fit; (2) The Effect of Social Belonging on Social Network Positions and Attainment in the Workplace
- **Kim Voss** (Sociology)
Labor's Changing Strategies and Democratic Dilemmas
- **Reed Walker** (Business)
The Big Pull: Company Towns and Manufacturing Deagglomeration
- **Richard Walker** (Geography)
California Studies Lecture & Dinner Series
- **Danny Yagan** (Economics)
The 2007–2009 Recession and the Rise of Trump

Student Programs

In 2016–17 IRLE and the Labor Center significantly expanded our engagement with both undergraduate and graduate students, providing expanded training and curricular opportunities for students interested in labor markets, workers, and unions.

- *From Direct Action to Social Movement: A Teach-In, January 2017*; co-sponsored by The American Cultures Center and Public Service Center (January 2017)
- Student training “Organizer’s Toolkit: How to Use Strategic Research for Organizing Campaigns” with support from UNITE HERE (April 2017)
- Planning meetings and follow-up with Laney College initiative to revitalize Labor and Community studies
- Labor Summer Internship Program for UC Students (Summer 2016 and 2017)
- *Field Studies in Labor and Community Organizing*, new Ethnic Studies course for students holding field studies placements in labor and community-based organizations (Fall 2016)
- City Planning Graduate Studio on Labor and Workforce Housing in the Bay Area (Spring 2017)
- IRLE dissertation fellowship program
- California Policy Lab summer graduate fellowships

2016–17 IRLE DISSERTATION FELLOWS

Caitlin Fox-Hodess (Sociology)

Dissertation Title—Dockworkers of the World Unite: Transnational Class Formation and the New Labor Internationalism

Mathias Poertner (Political Science)

Dissertation Title—Changing World of Work, Societal Linkages, and New Political Parties in Latin America

Jeff Sorensen (Economics)

Dissertation Title—Layoff rules and the cost of job loss: Testing for asymmetric employer learning

EVENTS



CONFERENCES

- **The Causes of Wage Stagnation**, with the Washington Center for Equitable Growth (August 2016)

This event brought together a small group of the nation's leading labor economists to dig deep into the causes of stagnating wages. This conference was the first part of a response to the critical need for new policies to address stagnant incomes in the United States. The group discussed what is known and still unknown about the forces driving the significant changes in the wage distribution since the 1970s, and shared new ideas about important research and policy questions looking forward.

- **2006 Immigration Protests: A Decade Later**, with the Department of Sociology and Scholars Strategy Network (May 2016)

This mini-conference evaluated the legacies of the 2006 marches and the current immigrant rights movement in the United States: its organization, its impact on public discourse, electoral politics and public opinion, and its ability to effectively frame the claims of non-citizens to further the goals of the immigrant rights movement.

SEMINAR SERIES

IRLE held 22 lunch seminars with presenters from IRLE, UC Berkeley, and other institutions including UCLA, Carnegie Mellon, Paris School of Economics, UMass Amherst, Kyoto Sangyo University, the Federal Reserve, Cornell University, Harvard Business School, Mathematica Policy Research, and American University.

- **Jamie McCallum**: Fully Digitized Labor Sociology for the Big Screen
- **Bradley Hardy**: The Effect of the EITC in the District of Columbia on Poverty and Income
- **Paul Ong**: Spatialized ethno-racial inequality and labor market outcomes in Los Angeles
- **Ming Leung**: Taking A Pass: How Jobs Stay Gender-Segregated
- Book Talk with **Clair Brown**: *Buddhist Economics: An Enlightened Approach to the Dismal Science*
- **Marie Connolly**: Intergenerational Income Mobility in Canada and the United States

- **Seth Holmes:** Indigenous Mexican Farmworker Youth: New Research In Development
- **Alexandra Stanczyk:** The Dynamics of Household Economic Security Around a Birth
- **Lowell Taylor:** Intergenerational Transmission of Human Capital: Evidence From the Golden Era of Upward Mobility
- **Dara Lee Luca and Michael Luca:** Survival of the Fittest: the Impact of the Minimum Wage on Restaurant Closures
- Fall and Spring Visiting Scholar Workshops

UC BERKELEY

**LABOR
CENTER****THE LABOR CENTER**

The Labor Center hosted a rich series of book talks and public events, attracting students, faculty, community members, and activists..

- **Nelson Francino:** Chile: The Labor Movement and the Progress toward Democratization
- **Nangyalai Attal:** The State of the Labor Movement in Afghanistan: A Volatile Past and a Promising Future
- Book Talk with **Fred Glass:** *From Mission to Microchip* Book Talk: *A History of the California Labor Movement*
- Book Talk with **Gabriel Thompson** with **Fred Ross, Jr.:** *America's Social Arsonist: Fred Ross and Grassroots Organizing in the 20th Century*
- Book Talk with **Sabeel Rahman:** *From Domination to Prosperity: Building an Economy Where We All Belong*
- Book Talk with **Jonathan Rosenblum:** *Beyond \$15: Immigrant Workers, Faith Activists, and the Revival of the Labor Movement*
- Book Talk with **Robert Bussel:** *Fighting for Total Person Unionism*
- Documentary Film Screening: "Island of Shadows: The Struggle for Workers' Rights in South Korea"
- Book Talk with **Jane McAlevey:** *No Shortcuts: Organizing for Power in the New Gilded Age*
- **C.L. Dellums African American Leadership School:** 10th anniversary celebration

LOOKING AHEAD TO 2017–18



In 2017–18 we welcome Sandra Smith as our interim director while Jesse Rothstein is on sabbatical. Dr. Smith is Professor of Sociology at UC Berkeley and an advisory committee member of IRLE. Her research focuses on questions of urban poverty and joblessness, social capital and social networks, racial inequality, and trust. She has recently expanded her focus to include criminal justice issues, with special attention to the front-end of criminal case processing.

2017–18 INITIATIVES:

- › A new Dissertation Fellowship Program to provide academic training and mentorship to a cohort of doctoral students studying labor, employment, and society
- › A new Interdisciplinary Working Group program, providing funding and program support for faculty and students to focus on topics related to IRLE's mission
- › An Undergraduate Research Apprenticeship Program, offering training to undergraduate students working with faculty members and center researchers
- › A symposium to commemorate the 10th anniversary of CWED
- › A monthly series of high-profile speakers on the most pressing issues facing workers today (see irle.berkeley.edu/events)
- › An expanded Labor Studies Program, with courses scheduled for Fall 2017 and Spring 2018 in Public Policy, taught by the Labor Center's new Director of Student Programming

**If you would like to support the work of IRLE,
please visit irle.berkeley.edu/donate**

PEOPLE IN 2016–17

INSTITUTE FOR RESEARCH ON LABOR AND EMPLOYMENT (IRLE)



Jesse Rothstein, Director



Sara Hinkley, Associate Director



Barbara Campbell, Assistant Director

Elizabeth Rocío Camacho, Web Programmer

Megan Collins, Research Administrator

Robert Hiramoto, IT Director

Terence Huwe, Librarian

Janice Kimball, Library Operations Manager

Claire Montialoux, Academic Specialist

Margaret Olney, Purchasing and Editorial Assistant

Charlotte Ruty, Program Assistant

Jacqueline Sullivan, Communications Director

Audrey Tiew, Research Data Analyst

CENTER ON WAGE AND EMPLOYMENT DYNAMICS (CWED)

Sylvia Allegretto, Co-chair

Michael Reich, Co-chair

Anna Godoey, Postdoctoral Researcher

Claire Montialoux, Research Economist

THE LABOR CENTER

Ken Jacobs, Chair

Annette Bernhardt, Director,
Low-wage Work Program

Steven Pitts, Associate Chair

Lamoin Werlein-Jaen,
Director, Leadership
Development Program

Carol Zabin, Director,
Green Economy Program

Maria Abadesco,
Labor Education Specialist

Kinesha Cadogan,
Program Assistant

Robert Collier,
Research and Policy Associate

Miranda Dietz,
Research and Policy Associate

Alicia Flores,
Program Assistant

Dave Graham-Squire,
Statistician

Jessica Halpern-Finnerty,
Research and Policy Associate

Juliet Huang,
Research and Policy Associate

Clementina Jara,
Program Assistant

Betony Jones,
Climate and Energy Specialist

Sarah Lawton,
Development Coordinator

Laurel Lucia, Director,
Health Care Program

Jenifer MacGillvary,
Publications Coordinator

Danielle Mahones,
Labor Education Specialist

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,
Research and Policy Associate

Sarah Thomason,
Research and Policy Associate

CALIFORNIA POLICY LAB (CPL)

Evan White,
Executive Director

Jesse Rothstein,
Faculty Director

CALIFORNIA PUBLIC EMPLOYEE RELATIONS (CPER)

Rebecca McKee,
Director

Stefanie Kalmin,
Managing Editor

CENTER FOR THE STUDY OF CHILD CARE EMPLOYMENT (CSCCE)

Marcy Whitebook, Director
Lea Austin, Specialist

Felippa Amanta, Program Associate

Abby Copeman Petig, Specialist

Devika Dhamija, Postdoctoral Scholar

Cynthia Dunn, Administrative Officer

Bethany Edwards, Research and Policy Associate

Elizabeth King, Research and Policy Associate

Caitlin McLean, Workforce Specialist

Elena Montoya, Research and Policy Associate

Laura Sakai, Researcher

IRLE ADVISORY COMMITTEE

Steven Raphael (Chair), Professor of Public Policy

Irene Bloemraad, Professor of Sociology and the Thomas Garden Barnes Chair of Canadian Studies

Clair Brown, Professor of Economics

David Card, Professor of Economics

Karen Chapple, Professor of City and Regional Planning

William H. Dow, Henry J. Kaiser Professor of Health Economics

Ken Jacobs, Chair of the Labor Center

Peter Olney, Former Organizing Director of the International Longshore and Warehouse Union

Paul Pierson, John Gross Endowed Chair, Professor of Political Science

Tom Rankin, Vice President of California Alliance for Retired Americans

Michael Reich, Professor of Economics and Co-Chair of the Center on Wage and Employment Dynamics

Sandra Susan Smith, Professor of Sociology

Richard Walker, Professor of Geography

108 faculty affiliates from 21 departments

23 received funding from IRLE

13 received grant support from IRLE

IRLE FACULTY AFFILIATES

IRLE has over 100 faculty affiliates across campus. We added nine new affiliates in 2016–17:

Michael Anderson

(Agricultural and Resource Economics)

Max Auffhammer

(Agricultural and Resource Economics)

Yu-Ling Chang

(Social Welfare)

Supreet Kaur

(Economics)

Erin Kerrison

(Social Welfare)

Jovan Scott Lewis

(African American and African Diaspora Studies)

Aprajit Mahajan

(Agricultural and Resource Economics)

James Sallee (Agricultural and Resource Economics)

Noam Yuchtman

(Haas School of Business)

2016–17 VISITING SCHOLARS

Antoine Arnoud (France)

Yukiko Asai (Japan)

Lydia Assouad (France)

Toshiyuki Baba (Japan)

Asma Benhenda (France)

Roman Bobilev (Sweden)

Mathias von Buxhoeveden (Sweden)

Ramon Castellblanch (USA)

Jonas Cederlöf (Sweden)

Marie Connolly (Canada)

Christoph Hermann (Austria)

Ling Huang (China)

Ramin Izadi (Finland)

Hannah Liepmann (Germany)

John Logan (USA)

Jan Luksic (Slovenia, Germany)

Fabian Mushövel (Germany, UK)

Andrew S. Ross (USA)

Caroline Schimanski (Finland)

Lisa Simon (Germany)

Daphné Skandalis (France)

Elina Tuominen (Finland)

Ludvig Wier (Denmark)

Yuxin Yao (China)

Xianqiang Zou (China)

FINANCIALS

IRLE’s overall expenditures were \$8.3 million in 2016–17, an increase of almost 20% from 2015–16. This growth reflects the increased success of IRLE’s centers and affiliated faculty in obtaining external grant funding—nearly half of our income in 2016–17 was contracts and grants.

As UC Berkeley continues to grapple with fiscal challenges, there has been a steady reduction in campus funding for Organized Research Units including IRLE. Campus funding constituted less than 12% of IRLE’s income in 2016–17, and was reduced by an additional 11% for 2017–18.

In response to these challenges, in 2016–17 we focused on restructuring core IRLE spending to better align with our strategic priorities. We hired an Associate Director and Communications Director to expand our academic programming and bring greater media and campus attention to the research produced by IRLE staff and affiliated faculty. We transitioned our IT services to central campus, and upon the retirement of our long-time librarian we transitioned the library to a digital collection and redirected staff resources to supporting the *Industrial Relations* journal and secure data facilities.

We also increased administrative support for faculty seeking external funding, creating a staff position dedicated to helping faculty develop and submit grant proposals and to managing faculty award funds. Thirteen faculty grant applications totalling over \$2 million were submitted with IRLE support in 2016–17, and we expect this to double in 2017–18.

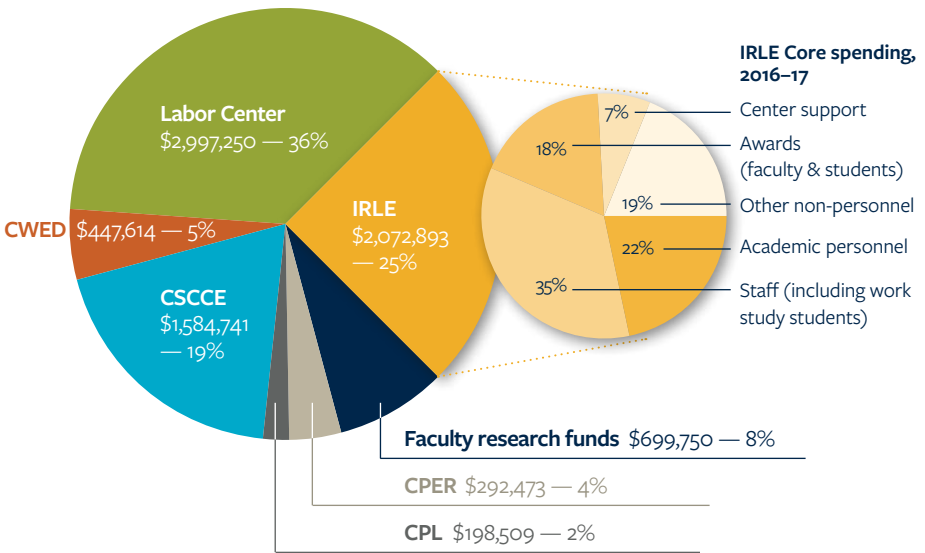
We also invested reserve funds in transforming our library and updating our conference rooms, allowing us to offer significantly more meeting and office space for students, faculty, and visitors. These changes have positioned us well to grow the capacity for labor and employment research at Berkeley while maintaining financial sustainability.

BUDGET

INCOME / 2016–17	
Contracts and Grants	\$3,412,997
Gifts and Endowments	353,571
Sales and Services	707,673
State of California	3,000,000
UC Berkeley	998,079
Other (transfers)	62,140
TOTAL	\$8,534,460

EXPENSES / 2016–17	
Personnel	\$6,442,131
Non-Personnel	1,020,405
Fellowships and Grants	418,873
C&G Overhead	411,813
TOTAL	\$8,293,232

EXPENDITURES BY CENTER Total \$8,293,230



EXTERNAL GRANTS

IRLE faculty and centers submitted 40 applications for external grant funding, totalling nearly \$7 million. By the end of 2016-17 over half of those grants had been awarded, totalling more than \$5 million.

GRANT APPLICATIONS / 2016-17		
	PROPOSALS SUBMITTED	GRANTS AWARDED
IRLE-affiliated faculty	\$2,029,735	\$1,162,636
Labor Center	\$968,133	\$859,113
CWED	\$789,657	\$462,918
CSCCE	\$2,047,010	\$1,907,556
CPL	\$931,628	\$931,629
TOTAL	\$6,766,163	\$5,323,852

Thank you to our 2016–17 Funders

Alfred P. Sloan Foundation

Alliance for Early Success

Bill and Melinda Gates Foundation

Blue Shield of California Foundation

The California Wellness Foundation

California Health Care Foundation

City of Seattle

Covered California

Energy Foundation

Ewing Marion Kauffman Foundation

First 5 Alameda County

Ford Foundation

Heising-Simons Foundation

Laura and John Arnold Foundation

State of New Jersey Department of Education

Next 10

Pacific Gas & Electric Company

Robert Wood Johnson Foundation

Rosenberg Foundation

Russell Sage Foundation

Sierra Club Foundation

Sierra Health 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

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