

Pandemic Race & Recovery

#JustRecoveryNow | #Recovery4All | #MakeEquityTheNewNormal

We Rise Together for an Equitable, Just Recovery

The pandemic has taught us that our lives are interconnected and that our health and well-being is only as secure as the person next to us and the person next to them. Covid has put a magnifying glass on the great fissures of structural racism and economic inequality, while also bringing us together to build back our lives with different priorities. We rise together for a Just Recovery. We rise for equity for communities of color and low-income workers. And we rise for essential workers, tenants, public health, and re-imagining public safety. Let's recover – not back to what was – but towards an equitable future. Together! Now! A Just Recovery for all!

Equity Must Be Baked into the DNA of All Policies

Equity cannot be left to chance or good intentions, it must be baked into the DNA of our local budgets and woven throughout all of our policy decisions. As cities and counties receive our share of the Biden/Harris \$1.9 trillion American Rescue Plan, there will be a fight for resources. We must prioritize historically marginalized communities and those on the frontlines of the Covid crisis: Black and brown folks and low-wage workers.

Centering Black & Brown Voices

Communities of color must have a full say in our democracy. When we craft policies, we must center Black, brown, and AAPI voices to ensure that our resources promote equity. We demand an end to racist policies, and we must confront the ways structural racism has divided us. The conditions that make police killings of Black people possible and inevitable are the same conditions that make the exploitation of workers of color possible and inevitable. It's time to stand up against white supremacy and to put an end to structural racism, anti-Black racism, and xenophobic attacks against immigrants and the AAPI community. Racial justice is economic justice, and economic justice is racial justice. Both are required for public health and an equitable recovery and both can only happen with people of color having a seat at the table.

The American Rescue Plan is an Opportunity to Achieve Equity

In the 2020 election, voters prioritized caring for each other and driving a progressive, justice-oriented, multi-racial, intersectional feminist recovery. For decades, including the 2008 recession recovery, low-wage workers' wages stagnated, hours were reduced, and folks had no sick days. Let's learn from our mistakes. The American Rescue Plan is an opportunity to not only address the current crisis, but put long-term policies into place that allow low-wage workers to support their families and begin to heal structural racism.

Let's Restructure Our Economy to Forefront Everyday Workers & Communities of Color

We don't need to look for equitable solutions: we have them. Let's restructure our economy and deprioritize rampant development, corporations, and shareholders, and instead invest in everyday workers. In our local budgets, we must also shift away from the policing and mass

incarceration of Black and brown folks and restore funding to our neglected communities. This shifting of priorities will begin to heal structural racism and income inequality.

Essential Work Needs Essential Protections

Essential, low-wage workers – who are predominantly women and people of color – keep our communities fed, clean, and healthy. They care for our children and our elders. They serve and deliver our food, packages, and stock grocery shelves. They provide public health services, vaccinate, and staff 911 call centers. PPE, paid sick days, hazard pay, and time paid for time worked all help keep essential workers, their families, and the public safe, healthy, and housed. When employers break the law and do not provide them with these basic provisions while raking in billions, it not only increases workers' risk of contracting Covid, but puts public health at risk. And it further exacerbates economic inequality for women and communities of color.

Enforcement of Worker Protections Keeps Workers and the Public Safe

Workers' rights and community groups – led by directly affected low-wage workers and people of color – worked hard to pass a higher minimum wage, paid sick leave, hazard pay, and worker retention policies. These laws begin to address income inequality and acknowledge the racial disparities for Black and brown workers. However, these laws are meaningless without real enforcement, with wage theft running rampant.

The Department of Workplace & Employment Standards (DWES) was created to investigate violations of these laws. It must be properly staffed with workers' rights experts to effectively carry out its work. Additionally, community-based and labor organizations with ties to low-wage workers must be resourced to conduct outreach so workers know their rights.

- Unfreeze the DWES deputy director and move the city forward in the hiring process (\$X).
- Secure dedicated funding for labor standards enforcement staff / activities (\$X).
- Maintain funding for the Fair Labor Oakland community-based education, outreach and monitoring work (\$X).
- Maintain funding for Day Laborer outreach program (\$X).

Tenant Protections: Right now, California has an eviction moratorium to keep people in their homes in spite of job loss resulting from the pandemic. Being able to shelter in place also prevents the spread of Covid-19 and protects public health. In the coming months, there will be pressure from powerful corporate landlords to lift the moratorium. We must protect tenants from the “eviction cliff” and create rent relief measures so people can stay in their homes. The Bay Area already has a homeless crisis. We must work to fix it, not exacerbate it.

Re-Imagining Public Safety: The loss of jobs, and the increase in childcare has left thousands more in poverty. Thousands more at-risk youth also lack the structure of in-person learning. Both have resulted in higher rates of crime. More police is not the answer and often exacerbates the problem. We must re-imagine public safety to address the root causes of crime. By cutting OPD overtime and re-investing into community-driven safety measures as well

as youth, job, and anti-poverty programs, we can more effectively reduce crime and ensure we all can thrive.

Public Health: The pandemic has put a microscope on public health and the well-being of us all. Our health depends on the health of the person next to us, and the person next to them. Ensuring that ALL Alameda County residents can take care of ourselves is critical to stopping this pandemic and creating a Just Recovery for all. This includes outreach to underserved communities on education, testing, and vaccination, and also measures that contribute to people's health and safety such as worker and tenant protections and community-driven safety.

An Equitable Recovery Lifts Us All

When we ALL contribute, we ALL thrive. When we ALL have jobs, homes, and our health, we ALL benefit: People spend money in local businesses, our tax base grows, and we have funds for vital services like healthcare, housing, childcare, and education. THAT'S how we emerge from this crisis and create an equitable future.

We know that when we fight together, when we hope together, when we organize together, we win. Together, we rise for an equitable, Just Recovery for all.