

Reference	Brief Summary	Conclusions
Association of Bay Area Governments, Metropolitan Transportation Commission. Regional Growth Strategies: Perspective Paper. Horizon, 2019.	<ul style="list-style-type: none"> In the Bay Area, rapidly escalating housing costs, long commutes and growing inequality have priced out many longtime residents, diminished migration by people seeking upward mobility and threatened one of the world’s most vibrant economies. This report introduces a suite of potential strategies for shaping the Bay Area’s future housing and job growth while creating a more affordable, connected, diverse and environmentally sustainable region. The strategies are intended to spur discussion about the Bay Area’s long- range regional growth framework, which for a decade has sought to focus development in transit-served Priority Development Areas (PDAs) nominated by cities and counties, and to protect open space, including Priority Conservation Areas (PCAs) nominated by local governments and open space districts. 	<ul style="list-style-type: none"> Take into account the successes and shortcomings of the Bay Area’s current PDA-focused framework. Respond to the broader aspirations of Bay Area residents, as reflected in the Horizon Guiding Principles. Offer a viable path toward meeting the region’s full housing needs and greenhouse gas (GHG) emissions reduction targets.
Institute for the Future (ITF) for the California Future of Work Commission. A New Social Compact for Work and Workers. CA Future of Work Commission, 2021.	<ul style="list-style-type: none"> Identified several four broad categories of challenges: inequity, economic mobility, and low-quality work; work-adjacent issues and quality of life; challenges in the future of work; exacerbated and highlighted by the COVID-19 crisis. 	<ul style="list-style-type: none"> Social Compact core principles and values: equity, empowerment, harness full capabilities and collaboration, forward-looking, ambitious goals. Ensure there are jobs for everyone who wants to work. Eliminate working poverty. Create a 21st century worker benefits model and safety net. Raise the standard and share of quality jobs. Future-proof California with jobs and skills (to prepare for technology, climate, and other shocks).
Koh, Harvey; King, Samantha; Irfan, Ahmed; Agarwal, Rishi; Dayal, Ashvin; Brown, Anna. Shaping Inclusive Markets: How Funders and Intermediaries can Help Markets Move toward Greater Economic Inclusion. FSG, 2020	<ul style="list-style-type: none"> Truly inclusive markets result in more broadly shared prosperity, particularly for those most vulnerable. Scaling a single innovation is not enough to shift the market. Innovations can occur in: business models/practices, formal regulations, informal societal norms. Work requires an iterative approach with continuous strategy refinement in response to increased system understanding (and as the system itself evolves). 	<ul style="list-style-type: none"> Harnessing market system innovations: learn from the past journey of the system; envisage inclusion goals; surface potentialities; support innovators & innovations. Organizational frameworks and systems that focus on continual learning. Carefully considering our own ability to anchor support to the market system

**note: verbatim from source*

**note: reorganized, but text verbatim from source*

INCLUSIVE ECONOMIC RECOVERY STRATEGY RESOURCES

Literature Review – Transportation & Infrastructure

Reference	Brief Summary	Conclusions
Langston, Abbie; Treuhaft, Sarah; Scoggins Justin; Simon, Joel; Walsh, Matthew. Race, Risk, and Workforce Equity in the Coronavirus Economy. National Equity Atlas, 2020.	<ul style="list-style-type: none"> • Job openings have fallen sharply. • POCs are overrepresented in non-essential jobs. • Jobs with highest risk of exposure will likely come back last. • Essential jobs have not been as heavily impacted by slowing growth. • Higher demand jobs in the downturn could be a pathway for economic security. • Healthcare jobs openings have been relatively stable, but also is the industry with large gender and wage gaps. • Metros with strong pre-pandemic economic diversity and growth experienced milder job-market impacts. 	<ul style="list-style-type: none"> • Resources and support should go to populations most in need. • Protect essential workers. • Support dislocated workers. • Anticipate and plan for a changed jobs and economic landscape.
Liu, Amy; Berube, Alan; and Parilla, Joseph. Rebuild Better: A Framework to Support an Equitable Recovery from COVID-19. Brookings, 2020.	<ul style="list-style-type: none"> • Recovery from great recession exacerbated racial disparities. • Black workers took longer than others to regain lost ground on employment and earnings. • Even by 2019, Black and Latino homeownership rates remained below their 2006 levels, and roughly 50% lower for white households. • These outcomes reflect long-standing status-quo economic development approaches that prioritize short-term job creation. 	<ul style="list-style-type: none"> • Set goals to increase prosperity and racial equity; adopt a framework to achieve these goals. • Build new institutional capacity.
Los Angeles County Department of Workforce Development, Aging and Community Services (WDACS). Pathways for Economic Resiliency: 2021-2026. December 2020.	<ul style="list-style-type: none"> • Although at the beginning of 2020 the LA regional economy was experiencing a long expansionary period, there were many underlying issues (e.g., homelessness, income inequality, racial inequities). • Aid from the County and partners should focus on those hit hardest by the pandemic, specifically those who have the fewest resources to fall back on (e.g., workers with at most a HS degree, often Black or Hispanic, typically young <35, small businesses, often non-white businesses, and in services). 	<ul style="list-style-type: none"> • Training for high growth industries. • Placing dislocated workers in high growth industries. • Increase opportunities for employees. • COVID-19 safety (e.g., expand educational awareness campaign, expand access to PPE, help small businesses secure PPE). • Business reopening assistance. • Land use optimization. • Digital divide (e.g., subsidies for internet access, streamline permitting process for developing) broadband infrastructure. • Childcare (e.g., utilize voucher programs to expand childcare access, provide additional funding for childcare-related wraparound services).

**note: mostly copied verbatim from source*

INCLUSIVE ECONOMIC RECOVERY STRATEGY RESOURCES

Literature Review – Transportation & Infrastructure

Reference	Brief Summary	Conclusions
PolicyLink, ERI, and Burning Glass Technologies. Advancing Workforce Equity in Boston: A Blueprint for Action. PolicyLink and USC Equity Research Institute, 2021.	<ul style="list-style-type: none"> • The Advancing Workforce Equity project supports regional workforce partners to develop explicit, data-driven equity strategies. • This report focuses on the Boston area. • The report identifies the key drivers of inequity, and prioritize actionable strategies to advance equity through policy efforts, programs, and investments. 	<ul style="list-style-type: none"> • Use sector-based workforce development strategies to build pathways for workers of color into good jobs. • Leverage the development boom and sectoral growth to increase union participation, expand apprenticeship programs, and secure public financing for social programs. • Mediate the relationship between educational institutions and employers to transition from degree-based hiring to skills-based hiring. • Improve job quality through systems-changing public and private sector employment policies. • Make racial equity a priority, and develop systems to track and measure progress and ensure accountability.
PolicyLink, ERI, and Burning Glass Technologies. Advancing Workforce Equity in Chicago: A Blueprint for Action. PolicyLink and USC Equity Research Institute, 2021.	<ul style="list-style-type: none"> • The Advancing Workforce Equity project supports regional workforce partners to develop explicit, data-driven equity strategies. • This report focuses on the Chicago area. • The report identifies the key drivers of inequity and prioritize actionable strategies to advance equity through policy efforts, programs, and investments. 	<p><i>*note: verbatim from source</i></p> <ul style="list-style-type: none"> • Elevate and amplify worker voice and worker power. • Use sector-based workforce development strategies to build pathways into good jobs for workers of color. • Improve job quality and economic security for workers of color. • Develop strategies to close racial gaps in the social determinants of work. <p><i>*note: verbatim from source</i></p>

INCLUSIVE ECONOMIC RECOVERY STRATEGY RESOURCES

Literature Review – Transportation & Infrastructure

Reference	Brief Summary	Conclusions
PolicyLink, ERI, and Burning Glass Technologies. Advancing Workforce Equity in Dallas and Collin Counties: A Blueprint for Action. PolicyLink and USC Equity Research Institute, 2021.	<ul style="list-style-type: none"> • The Advancing Workforce Equity project supports regional workforce partners to develop explicit, data-driven equity strategies. • This report focuses on the Dallas and Collins counties region. • The report identifies the key drivers of inequity, and prioritize actionable strategies to advance equity through policy efforts, programs, and investments. 	<ul style="list-style-type: none"> • Increase the number of good jobs available to frontline workers of color. • Increase the number of workers of color in pre-apprenticeships and apprenticeships so that they have pipelines to occupations in industries where they are underrepresented. • Use skills-based hiring, retention, and advancement strategies to reduce occupational segregation fueled by hiring bias and degree inflation. • Invest in community-based digital literacy, adult literacy, and integrated learning programs to remove barriers to entry and advancement in the labor market. • Increase investment in wraparound supports like accessible childcare, affordable housing, and efficient transportation options to facilitate labor-market advancement and educational attainment for workers of color. • Disaggregate participant outcomes from education and workforce programs by race to identify the workforce development interventions that help workers of color succeed in the labor market. • Align workforce development initiatives and worker rights projects to improve workers' basic protections and increase opportunities for advancement available. • Strengthen coordination between the workforce development and housing systems to reduce the housing burden for workers of color and to ensure they can access opportunity jobs.
PolicyLink, ERI, and Burning Glass Technologies. Advancing Workforce Equity in Seattle: A Blueprint for Action. PolicyLink and USC Equity Research Institute, 2021.	<ul style="list-style-type: none"> • The Advancing Workforce Equity project supports regional workforce partners to develop explicit, data-driven equity strategies. • This report focuses on the Seattle area. • The report identifies the key drivers of inequity, and prioritize actionable strategies to advance equity through policy efforts, programs, and investments. 	<p><i>*note: verbatim from source</i></p> <ul style="list-style-type: none"> • Partner with employers and industry to implement equitable recovery commitments. • Develop systems to measure and track equity metrics as the economy recovers. • Invest in community-based research and collaboration to remove structural barriers to work. • Build meaningful and sustainable community influence and power in the workforce development system. • Advance sector-based strategies and partnerships that prioritize opportunity sectors in the region. • Co-create and co-invest in equitable, high-demand career pathways. <p><i>*note: verbatim from source</i></p>

INCLUSIVE ECONOMIC RECOVERY STRATEGY RESOURCES

Literature Review – Transportation & Infrastructure

Reference	Brief Summary	Conclusions
PolicyLink, ERI, and Burning Glass Technologies. <i>Advancing Workforce Equity in the Bay Area: A Blueprint for Action</i>. PolicyLink and USC Equity Research Institute, 2021.	<ul style="list-style-type: none"> • The Advancing Workforce Equity project supports regional workforce partners to develop explicit, data-driven equity strategies. • This report focuses on the Boston area. • The report identifies the key drivers of inequity, and prioritize actionable strategies to advance equity through policy efforts, programs, and investments. 	<ul style="list-style-type: none"> • Create a health and wellness scorecard. • Establish a worker bill of rights. • Invest in community-centered economic planning. • Strengthen the social safety net and worker benefits. • Design workforce training programs to empower workers. • Redistribute funder power.
Southern California Association of Regional Governments (SCAG). <i>Regional Briefing Book</i>. December 2020.	<ul style="list-style-type: none"> • Represents a first step toward a more comprehensive framework for an inclusive economic recovery. • Acknowledges the need for broader approaches that address social, economic, and environmental factors that influence the economy. • Provides data on the current economic state of the SCAG region and a future outlook. 	<p><i>*note: verbatim from source</i></p> <ul style="list-style-type: none"> • SCAG will engage with regional partners across the business, philanthropic, community and economic development sectors, as well as the municipalities it represents, to craft a more focused set of policy recommendations for inclusive economic recovery. • This will include best practices and policy and programmatic concepts, a resource hub for information, and a state and federal legislative strategy in support of a robust, inclusive, and equitable economic recovery strategy • No specific recommendations in this report, only data.
The California Workforce Development Board (CWDB). <i>Putting California on the High Road: A Jobs Climate Action Plan for 2030</i>. Governor’s Office of Planning and Research, 2020.	<ul style="list-style-type: none"> • Labor should be considered an investment rather than a cost - and investments in growing, diversifying, and upskilling California's workforce can positively affect returns on climate mitigation efforts. • California can achieve greater social equity in labor market outcomes for disadvantaged workers and communities when policymakers pay attention to job quality. • Deliberative policy interventions are necessary in order to advance job quality and social equity 	<p><i>*note: verbatim from source</i></p> <ul style="list-style-type: none"> • Demand-side: standards (e.g., wage, skill, responsible employer), project labor agreements, community workforce agreements, inclusive policies (e.g., procurement, contracts, grants), inclusive hiring, retention, labor law enforcement. • Supply-side: inclusion/career pathways, education and training (new, incumbent, upskilling/skill upgrading). • Protecting workers and their communities: new opportunities for workers (e.g., explore alternatives to immediate plant closures), identification of priority transition assistance (e.g., sector vulnerability assessment).
Treuhaft, Sarah, Justin Scoggins, and Jennifer Tran. "The equity solution: Racial inclusion is key to growing a strong new economy." Policy Link Report (2014).	<p><i>*note: verbatim from source</i></p> <ul style="list-style-type: none"> • Equitable economic development that dismantles barriers and expands opportunities for low-income people and communities of color is good for the economy. 	<ul style="list-style-type: none"> • Community wealth generation. • Connecting the local to the global. • Investment from within and outside communities. • Quality jobs for those without secondary education. • Building wealth for lower-income residents and historically disenfranchised communities. • Public accountability and transparency.

For more Inclusive Economic Recovery Strategy-related resources, please visit scag.ca.gov/IERS.