



SAN FRANCISCO CANNABIS STATE LEGALIZATION TASK FORCE

SOCIAL JUSTICE PART III: WORKFORCE DEVELOPMENT AND BUSINESS OWNERSHIP

Agenda Item 1:

Welcome, Agenda Review and Announcements

Agenda Item 2:

San Francisco Equity Report Discussion

Agenda Item 3:

Public Comment

Agenda Item 4:

Social Justice Recommendation Drafting Session

Social Justice and Equity

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- **WHO** should the Task Force be thinking about within the context of social justice/ equity?
Who are the target populations for business ownership and workforce development?
- **WHY** is it important for the Task Force and City to think about and prioritize these issues?
- **WHAT** should the City do to address the above questions?
What should cannabis businesses be required to do to address the above questions?

WHO are the target populations for business ownership and workforce development?

Year I Task Force Recommendations

- those with a **criminal justice history and eligible for expungement** under Prop 64 (LUSJ 16, LUSJ 31)
- **local residents**, individuals from **communities affected by mass incarceration**, **residents** who have moved out of the City due to the high cost of living (LUSJ 17)
- **formerly incarcerated persons**, **transitional age youth** (age 18-21), and **young adults** (age 21-26) (LUSJ 20)
- **people of color**, **women**, and **formerly incarcerated persons** (LUSJ 24)

WHO are the target populations for business ownership and workforce development?

Year II Task Force Recommendations

- **People of color and formerly incarcerated persons; and within these groups prioritize women, transitional-age youth ages 21-24, and LGBTQ people (Retail Licensing Social Justice 1-3)**
- **People of color, women, transitional-age youth ages 21-24, and formerly incarcerated persons (Non-Retail Licensing Social Justice 1-2)**

WHO are the target populations for business ownership and workforce development?

October 18 Task Force Meeting Recap

- The Task Force generally agreed with categories from Year I and Year II (see slides 7-8), and suggested adding the following groups of people:
 - **Families of people who were incarcerated** (to account for the generational impact of families affected by War on Drugs)
 - **Veterans**
 - **People in poverty**

WHY is it important for the Task Force and City to think about and prioritize these issues?

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- Previous federal and State drug policies have negatively impacted communities
 - The War on Drugs in the United States has led to large scale arrest and incarceration, and uneven application of the laws against communities of color
- Adult use legalization presents an opportunity to:
 - repair damage to communities disproportionately affected by these policies
 - reduce any existing barriers to cannabis employment or business ownership that may exist in these communities

*Cannabis Legalization Task Force Year 1 Report, pg. 43

WHY is it important for the Task Force and City to think about and prioritize these issues?

October 18 Task Force Meeting Recap

- The Task Force agreed to adopt language from the Year I report (see slide 10), and add the following phrase:
 - **To help people prosper**

WHAT should the City and cannabis businesses do to address the aforementioned questions?

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Strategic Area	Year I Task Force Recommendations: LUSJ 24-27
Entrepreneurship opportunities	<ul style="list-style-type: none">• Consider a prioritized permitting process to help operators• Create grants or other funding opportunities to assist people of color, women, and formerly incarcerated persons in achieving business ownership• Equity licensing and subsidized permitting and licensing fees• Use existing small business support structures and programs as models• Advocate for a change in federal prohibition policy• Explore opportunities to use City funding and/or local credit unions to provide banking services
Community reinvestment	<ul style="list-style-type: none">• Fund priority program areas such as: the educational system, childcare subsidies, services for formerly incarcerated persons and other communities affected by cannabis prohibition, housing, job creation, behavioral health services, and criminal record expungement• Encourage cannabis businesses to invest in community benefit agreements that allocate resources to community

WHAT should the City and cannabis businesses do to address the aforementioned questions?

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Strategic Area	Year I Task Force Recommendations: LUSJ 15-23
Successful workforce	<ul style="list-style-type: none">• Develop new or build upon existing training and apprenticeship programs• Create job opportunities and mechanisms to educate, train, and hire target populations• Ensure criminal histories do not bar people from employment• Create incentives for businesses to hire people with a criminal justice history and individuals from communities affected by mass incarceration• Provide high quality, free or low-cost cannabis workforce trainings and continuing education• Publicize job opportunities and draw diverse candidates to the cannabis workforce (e.g., through job fairs, public education campaign)• Ensure that existing workforce policies and protections for wage and benefit rights extend to the cannabis industry workforce• Invest in lab technicians

WHAT should the City and cannabis businesses do to address the aforementioned questions?

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Strategic Area	Year I Task Force Recommendations: LUSJ 28-31, RCAF 18
Revenue allocation priorities	Prioritize funding for: <ul style="list-style-type: none">• Workforce development• Entrepreneurial opportunity fund• Education for students and youth• Education and training for formerly incarcerated persons• Community-identified priorities (e.g. community benefit agreements)
Social justice	<ul style="list-style-type: none">• Provide cultural competency trainings• Develop pathways, such as an amnesty program, to encourage existing businesses to transition to the legal market• Collaborate with community policing and diversion programs to educate businesses about the transition to the legal market• Streamline the record expungement and resentencing process

WHAT should the City and cannabis businesses do to address the aforementioned questions?

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Strategic Area	Year II Task Force Recommendations: Retail Licensing-Social Justice 1-3
Retail licensing	<ul style="list-style-type: none">• Engage community members in the target populations and key stakeholders• Reduce annual permitting fees according to the percentage employment of target populations• A prioritized permitting process for target populations• An equity licensing program

Year 2 Task Force Recommendations:

WHAT should the City and cannabis businesses do to address the aforementioned questions?

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Strategic Area	Year II Task Force Recommendations: Non-Retail Licensing-Social Justice 1-4
Non-retail licensing	<ul style="list-style-type: none"><li data-bbox="421 475 1850 518">• Engage community members in the target populations and key stakeholders to<li data-bbox="421 575 1450 618">• A prioritized permitting process for target populations<li data-bbox="421 675 1006 718">• An equity licensing program<li data-bbox="421 775 1812 875">• Provide a clear, transparent pathway and process for businesses to acquire non-retail licenses, and provide grace period for existing businesses<li data-bbox="421 932 1676 1018">• Ensure local regulatory agencies' non-cooperation with federal law enforcement authorities

WHAT should the City and cannabis businesses do to address the aforementioned questions?

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October 18 Task Force Meeting Recap

- Task Force members offered the following suggestions:
 - Ensure that **target populations are the actual business owners** in any equity-based licensing structure
 - Consider the fact that **onerous regulations will create barriers** to equity-based entrepreneurship opportunities, and provide more affordable options or grants for target populations
 - Individuals who have been successful in the cannabis industry could serve in **mentoring positions for target populations** seeking to enter the industry
 - Create **access to employment and entrepreneurship** opportunities for target populations

Agenda Item 5:

10-min break

Agenda Item 6:

Social Justice Recommendation Drafting Session

Work Groups

Workforce	Business Ownership
SFUSD	Planning Department
Police Department	Fire Department
Department of Building Inspection	Entertainment Commission
Jen Garcia (Facilitator)	Board of Equalization
Sara Payan (Facilitator)	Sarah Shrader (Facilitator)
Erich Pearson	Jesse Stout (Facilitator)
Tom McElroy	Thea Selby
Duncan Talento Ley	Barbara Fugate
Laura Thomas	Kevin Reed
Terrance Alan	Kai Keli'oho'omalu
	Department of Public Health

Recommendation Drafting Tips

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STRONG

use action words such as “must” and “shall” instead of “could”

RELEVANT

responsive to an issue or need within the appropriate context

ACTIONABLE

is implementable with available resources, stakeholders, and time

CLEAR

easily understood by other stakeholders and members of the public

SPECIFIC

identifies the scope, outcome, and timeframe as appropriate

Agenda Item 7:

General Public Comment

Agenda Item 8:

Wrap-up and Next Steps

NEXT MEETING

DATE	TIME	LOCATION
December 13, 2017	1-4pm	25 Van Ness Ave, Room 610 San Francisco, CA 94102