

Cannabis State Legalization Task Force

Recommendations Framework: Social Justice – Part I

Workforce Development	Business Ownership
<p>1. Workforce Development – Review Year I LUSJ Recommendations 15-23.</p> <p>With Year I LUSJ Recommendations 15-23 in mind, please discuss the below questions-</p> <ol style="list-style-type: none"> a. What are the characteristics of an equitable workforce development structure for the cannabis industry? b. Are there other general strategies not referenced in the Year I recommendations that would help to ensure retention of a diverse workforce, particularly with respect to target populations? Revisit Year I LUSJ Recommendations 16, 17, 20, and confirm that the list of target populations included there is complete. c. To ensure equitable employment opportunities, how can pathways be created for people to be hired within the licensed cannabis industry who were convicted as a result of working in the unlicensed industry? <i>Ideas previously discussed by Task Force members include:</i> <ol style="list-style-type: none"> i. Prohibit employers from refusing to hire job applicants based solely on prior cannabis-related convictions; ii. Incentivize employer recruitment from re-entry programs; iii. Engage with the adult probation department, San Francisco re-entry council, other re-entry diversion programs, and the community at large to ensure jobs in the cannabis industry are accessible; iv. Require that some portion (e.g. 25%) of the employees of licensing applicants that have a certain total number of employees (e.g. 15 and above) have a conviction history. d. What strategies would support employment opportunities for people who have worked in the unregulated cannabis industry and wish to transfer their skills to another industry (e.g., accounting)? See Year I LUSJ Recommendation 15. 	<p>1. Business Ownership - Review Year I LUSJ Recommendations 24- 25, 29-31, Year II Retail and Non-Retail Social Justice Licensing Recommendations.</p> <p>With Year I LUSJ Recommendations 24-25 and Year II Retail and Non-Retail Social Justice Licensing Recommendations in mind, please discuss the below questions-</p> <ol style="list-style-type: none"> a. What are the characteristics of an equitable business ownership/entrepreneurship structure for the cannabis industry? b. Based on the above, what strategies not already included in previous recommendations (or are included but require further development) could help support equity applicants, reduce barriers to business ownership, and ensure the characteristics discussed earlier? <i>Ideas previously discussed by Task Force members include:</i> <ol style="list-style-type: none"> i. Provide an amount (e.g. 50%) of new cannabis licenses to equity populations for a period of time (e.g. for the first several years). The definition of equity populations could be: <ol style="list-style-type: none"> 1. Those who have lived in neighborhoods disproportionately impacted by War on Drugs police activity (Mission, Tenderloin, Southern, Bayview police districts) for 5 years since 1996 (i.e. post- Prop 215 enactment) as an adult 2. Charged with or convicted of Proposition 64 crimes (e.g., those now eligible for sentence reduction or expungement). The Task Force should consider whether this includes analogous crimes from other states and/or federal law; 3. Equity incubators could also qualify, defined as a business (not otherwise within the target equity population) that agrees

Recommendations Framework: Social Justice – Part I

Cross-cutting

2. Social Justice Revenue Allocation (e.g., Proposition 64 Community Reinvestment Grants, taxes)

- a. How should funds be directed to support the workforce initiatives discussed above (e.g., grants, loans, infrastructure, small business incubators, other investments)? (See Year I LUSJ Recommendations 26-27, RCAF 18)
 - i. What types of programs and services should be prioritized?
 - ii. Are there locations in the City where these funds should be targeted?
 - iii. Which populations would be served and how?
 - iv. Which stakeholders should be involved in the process of making funding allocation decisions?
- b. What role, if any, do cannabis businesses play in investing in their surrounding neighborhoods? If they do have a role, how can they be appropriately involved? (e.g., provide funding, time, resources)

3. Data Collection – see Year I RCAF Recommendation 19

- a. What would “success” mean within the context of cannabis industry workforce development?
- b. What kind of data would enable the City to evaluate/assess success? How would the City be able to tell if it is “moving the needle” on these issues?
- c. How should this data be collected and which entities should be involved in the data collection and reporting process?

- to offer free rent and premises security services to an equity applicant for a period of time (e.g. three years).
- ii. Pair an equity applicant with a general applicant to facilitate the process whereby existing businesses support equity applicants (e.g., to provide assistance with elements of the application that require “social capital” or procedural knowledge).
- iii. Incentivize existing businesses to serve as mentors to target equity populations (e.g., Small Business Commission program).
- iv. Provide technical assistance, including adding a navigator role to city staff to provide business navigation services, as the Entertainment Commission currently does.
- v. Waive license fees for equity applicants.
- vi. To provide startup capital, the City should establish a zero-interest revolving loan fund for equity applicants.

Cross-cutting

2. Social Justice Revenue Allocation (e.g., Community Reinvestment Grants, taxes)

- a. How should funds be directed to support the business ownership and entrepreneurship initiatives discussed above (e.g., grants, loans, infrastructure, small business incubator, other investments)? (See Year I LUSJ Recommendations 26-27, RCAF 18)
 - i. What types of programs and services should be prioritized?
 - ii. Are there locations in the City where these funds should be targeted?
 - iii. Which populations would be served and how?
 - iv. Which stakeholders should be involved in the process of making funding allocation decisions?

Recommendations Framework: Social Justice – Part I

4. Transitional Age Youth and Young Adults

- a. How are transitional age youth (ages 18-21) and young adults (ages 21-26) impacted by cannabis legalization with respect to workforce development?
- b. What are strategies to address some of these impacts on transitional age youth and young adults?
- c. What are strategies to incorporate more youth voice into the discussion?

-END-

- b. What role, if any, do cannabis businesses play in investing in their surrounding neighborhoods? If they do have a role, how can they be appropriately involved? (e.g., provide funding, time, resources)

3. Data Collection – see Year I RCAF Recommendation 19

- a. What would “success” mean within the context of equitable business ownership/entrepreneurship opportunities in the cannabis industry?
- b. What kind of data would enable the City to evaluate/assess success? How would the City be able to tell if it is “moving the needle” on this issue?
- c. How should this data be collected and which entities should be involved in the data collection and reporting process?

4. Transitional Age Youth and Young Adults

- a. How are transitional age youth (ages 18-21) and young adults (ages 21-26) impacted by cannabis legalization with respect to business ownership?
- b. What are strategies to address some of these impacts on transitional age youth and young adults?
- c. What are strategies to incorporate more youth voice into the discussion?

-END-