Inequality in Silicon Valley: The Intersection of Land Use, Housing, and Transportation Policy

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The Silicon Valley Tech Industry: Benefits and Costs

- Record profits of $103.7 billion in 2013
- Brings wealth and investment to SV
- Generates very well-paying tech jobs
- The leading edge of the global economy – Share of the nation’s total venture capital investment: 22%

But...

- Also fueling enormous growth in low-wage, insecure jobs
- Major factor in growth of the “hourglass economy”
Cost of Living in Silicon Valley

Self-Sufficiency Standard for Santa Clara County
(2–adult, 2–child family)

Monthly: $7,199

Hourly: $20.45 (with 2 full-time workers)

Source: Insight CCED
Impact of Wealth Inequality

- Largest homeless encampment in Silicon Valley
- People living in overcrowded conditions or burdened with overpayment
- Commuting long distances
- Low-wage workers working 2–3 jobs
- 130 – 150K residents uninsured
- Achievement Gap and dropout rates
How and why inequality is on the rise even when jobs are growing?

How do we build a more inclusive economy?

Primary Goal:
- Identify strategies to increase opportunities for Bay Area low-wage workers to move into middle-wage jobs.
Over 1.1 million Bay Area residents work in low-wage jobs.

The Bay Area is NOT producing enough middle wage jobs to enable economic mobility.

Over the next decade, the share of middle-wage jobs is projected to decline while low-wage jobs increase.
## A Tale of Two Valleys?

<table>
<thead>
<tr>
<th>Top Ten Occupations in Silicon Valley (2011)</th>
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</thead>
<tbody>
<tr>
<td><strong>Low-to-moderate wage ($8 to $18/hr)</strong></td>
</tr>
<tr>
<td>Janitor</td>
</tr>
<tr>
<td>Food Prep or Serving Worker</td>
</tr>
<tr>
<td>Laborer or Freight, Stock &amp; Material Mover</td>
</tr>
<tr>
<td>Retail Salesperson</td>
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<tr>
<td>Cashier</td>
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<tr>
<td>Office Clerk</td>
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Tech’s Invisible Workforce

Median Wages for Selected Occupations, Santa Clara County, 2014

- Software Developers, Systems Software: $63.62
- Software Developers, Applications: $61.87
- Landscaping and Groundskeeping Workers: $13.82
- Janitors and Cleaners: $11.39
- Security Guards: $14.17

Occupational Segregation

Source for Google, Apple, Facebook: Companies’ disclosure of their U.S. tech workforce. Source for all others: American Community Survey.
Build An Inclusive Economy

- Grow middle-wage jobs
- Move low-wage workers into family supporting jobs
- Improve job standards (wages, benefits, retirement)
Campaigns and Initiatives

- Silicon Valley Rising
  - Raise wages and benefits for workers;
  - Develop public policy solutions for the region’s affordable housing crisis;
  - Increase corporate accountability for the treatment of contract tech workers.

- Transit Riders Organizing

- Housing Affordability and Protections