



BAY AREA
AIR QUALITY
MANAGEMENT
DISTRICT

BOARD OF DIRECTORS
PERSONNEL COMMITTEE

COMMITTEE MEMBERS

JIM SPERING - CHAIR
TERESA BARRETT
JOHN GIOIA
SCOTT HAGGERTY
BRAD WAGENKNECT

DOUG KIM – VICE CHAIR
DAVID CANEPA
CAROLE GROOM
LIZ KNISS

WEDNESDAY
FEBRUARY 7, 2018
9:30 A.M.

1ST FLOOR BOARD ROOM
375 BEALE STREET
SAN FRANCISCO, CA 94105

AGENDA

1. **CALL TO ORDER - ROLL CALL – PLEDGE OF ALLEGIANCE**

The Committee Chair shall call the meeting to order and the Clerk of the Boards shall take roll of the Committee members. The Committee Chair shall lead the Pledge of Allegiance.

2. **PUBLIC COMMENT PERIOD**

(Public Comment on Non-Agenda Items Pursuant to Government Code § 54954.3) Members of the public are afforded the opportunity to speak on any agenda item. All agendas for regular meetings are posted at District headquarters, 375 Beale Street, San Francisco, CA, 94105 at least 72 hours in advance of a regular meeting. At the beginning of the regular meeting agenda, an opportunity is also provided for the public to speak on any subject within the Committee's subject matter jurisdiction. Speakers will be limited to up to three (3) minutes each.

This meeting will be webcast. To see the webcast, please visit <http://www.baaqmd.gov/about-the-air-district/board-of-directors/resolutionsagendasminutes> at the time of the meeting. Closed captioning may contain errors and omissions, and are not certified for their content or form.

Staff/Phone (415) 749-

3. **APPROVAL OF THE MINUTES OF DECEMBER 18, 2017**

Clerk of the Boards/5073

The Committee will consider approving the attached draft minutes of the Personnel Committee meeting of December 18, 2017.

4. **UPDATE OF THE AIR DISTRICT'S DIVERSITY, EQUITY AND INCLUSION PROGRAM**

J. Broadbent/5052
jbroadbent@baaqmd.gov

The Committee will receive an update of the Air District's Diversity, Equity and Inclusion program.

CLOSED SESSION

5. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION - (Government Code Section 54957 and 54957.6)**

Pursuant to Government Code Section 54957 and 54957.6, the Committee will meet in closed session to conduct a performance evaluation of the Executive Officer.

6. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION - (Government Code Section 54957 and 54957.6)**

Pursuant to Government Code Section 54957 and 54957.6, the Committee will meet in closed session to conduct a performance evaluation of the District Counsel.

OPEN SESSION

7. **COMMITTEE MEMBER COMMENTS**

Any member of the Board, or its staff, on his or her own initiative or in response to questions posed by the public, may: ask a question for clarification, make a brief announcement or report on his or her own activities, provide a reference to staff regarding factual information, request staff to report back at a subsequent meeting concerning any matter or take action to direct staff to place a matter of business on a future agenda. (Gov't Code § 54954.2)

8. **TIME AND PLACE OF NEXT MEETING**

At the Call of the Chair.

9. **ADJOURNMENT**

The Committee meeting shall be adjourned by the Committee Chair.

CONTACT:

MANAGER, EXECUTIVE OPERATIONS
375 BEALE STREET, SAN FRANCISCO, CA 94105
mmartinez@baaqmd.gov

(415) 749-5016
FAX: (415) 928-8560
BAAQMD homepage:
www.baaqmd.gov

- To submit written comments on an agenda item in advance of the meeting. Please note that all correspondence must be addressed to the “Members of the Personnel Committee” and received at least 24 hours prior, excluding weekends and holidays, in order to be presented at that Committee meeting. Any correspondence received after that time will be presented to the Committee at the following meeting.
- To request, in advance of the meeting, to be placed on the list to testify on an agenda item.
- Any writing relating to an open session item on this Agenda that is distributed to all, or a majority of all, members of the body to which this Agenda relates shall be made available at the District’s offices at 375 Beale Street, Suite 600, San Francisco, CA 94105, at the time such writing is made available to all, or a majority of all, members of that body.

Accessibility and Non-Discrimination Policy

The Bay Area Air Quality Management District (Air District) does not discriminate on the basis of race, national origin, ethnic group identification, ancestry, religion, age, sex, sexual orientation, gender identity, gender expression, color, genetic information, medical condition, or mental or physical disability, or any other attribute or belief protected by law.

It is the Air District’s policy to provide fair and equal access to the benefits of a program or activity administered by Air District. The Air District will not tolerate discrimination against any person(s) seeking to participate in, or receive the benefits of, any program or activity offered or conducted by the Air District. Members of the public who believe they or others were unlawfully denied full and equal access to an Air District program or activity may file a discrimination complaint under this policy. This non-discrimination policy also applies to other people or entities affiliated with Air District, including contractors or grantees that the Air District utilizes to provide benefits and services to members of the public.

Auxiliary aids and services including, for example, qualified interpreters and/or listening devices, to individuals who are deaf or hard of hearing, and to other individuals as necessary to ensure effective communication or an equal opportunity to participate fully in the benefits, activities, programs and services will be provided by the Air District in a timely manner and in such a way as to protect the privacy and independence of the individual. Please contact the Non-Discrimination Coordinator identified below at least three days in advance of a meeting so that arrangements can be made accordingly.

If you believe discrimination has occurred with respect to an Air District program or activity, you may contact the Non-Discrimination Coordinator identified below or visit our website at www.baaqmd.gov/accessibility to learn how and where to file a complaint of discrimination.

Questions regarding this Policy should be directed to the Air District’s Non-Discrimination Coordinator, Rex Sanders, at (415) 749-4951 or by email at rsanders@baaqmd.gov.

BAY AREA AIR QUALITY MANAGEMENT DISTRICT
375 BEALE STREET, SAN FRANCISCO, CALIFORNIA 94105
FOR QUESTIONS PLEASE CALL (415) 749-5016 or (415) 749-4941

EXECUTIVE OFFICE:
MONTHLY CALENDAR OF AIR DISTRICT MEETINGS

FEBRUARY 2018

<u>TYPE OF MEETING</u>	<u>DAY</u>	<u>DATE</u>	<u>TIME</u>	<u>ROOM</u>
Board of Directors Personnel Committee <i>(At the Call of the Chair)</i>	Wednesday	7	9:30 a.m.	1 st Floor Board Room
Board of Directors Regular Meeting <i>(Meets on the 1st & 3rd Wednesday of each Month)</i> - CANCELLED	Wednesday	7	9:45 a.m.	1 st Floor Board Room
Board of Directors Executive Committee <i>(Meets on the 3rd Monday of each Month)</i>	Wednesday	7	10:30 a.m.	1 st Floor Board Room
Board of Directors Executive Committee <i>(Meets on the 3rd Monday of each Month)</i> - CANCELLED AND RESCHEDULED TO WEDNESDAY, FEBRUARY 7, 2018 AT 10:30 A.M.	Thursday	8	9:30 a.m.	1 st Floor Board Room
Board of Directors Executive Committee <i>(Meets on the 3rd Monday of each Month)</i> - CANCELLED AND RESCHEDULED TO FEBRUARY 8, 2018	Monday	19	9:30 a.m.	1 st Floor Board Room
Board of Directors Stationary Source Committee <i>(Meets on the 3rd Monday of every Other Month)</i> - CANCELLED	Monday	19	10:30 a.m.	1 st Floor Board Room
Board of Directors Regular Mtg. <i>(Meets on the 1st & 3rd Wednesday of each Month)</i>	Wednesday	21	9:45 a.m.	1 st Floor Board Room
Board of Directors Mobile Source Committee <i>(Meets on the 4th Thursday of each Month)</i>	Thursday	22	9:30 a.m.	1 st Floor Board Room
Board of Directors Legislative Committee <i>(At the Call of the Chair)</i>	Thursday	22	10:30 a.m.	1 st Floor Board Room
Board of Directors Budget & Finance Committee <i>(Meets on the 4th Wednesday of each Month)</i>	Wednesday	28	9:30 a.m.	1st Floor, Yerba Buena Room #109

MARCH 2018

<u>TYPE OF MEETING</u>	<u>DAY</u>	<u>DATE</u>	<u>TIME</u>	<u>ROOM</u>
Board of Directors Regular Meeting <i>(Meets on the 1st & 3rd Wednesday of each Month)</i>	Wednesday	7	9:45 a.m.	1 st Floor Board Room
Board of Directors Climate Protection Committee <i>(Meets on the 3rd Thursday of every other Month)</i>	Thursday	15	9:30 a.m.	1 st Floor Board Room
Board of Directors Executive Committee <i>(Meets on the 3rd Monday of each Month)</i> - CANCELLED	Monday	19	9:30 a.m.	1 st Floor Board Room

MARCH 2018

<u>TYPE OF MEETING</u>	<u>DAY</u>	<u>DATE</u>	<u>TIME</u>	<u>ROOM</u>
Board of Directors Stationary Source Committee <i>(Meets on the 3rd Monday of every other Month)</i>	Monday	19	9:30 a.m.	1 st Floor Board Room
Board of Directors Regular Mtg. <i>(Meets on the 1st & 3rd Wednesday of each Month)</i>	Wednesday	21	9:45 a.m.	1 st Floor Board Room
Board of Directors Mobile Source Committee <i>(Meets on the 4th Thursday of each Month)</i>	Thursday	22	9:30 a.m.	1 st Floor Board Room
Board of Directors Legislative Committee <i>(At the Call of the Chair)</i>	Thursday	22	10:30 a.m.	1 st Floor Board Room
Board of Directors Executive Committee & Advisory Council Joint Mtg. <i>(EC Meets on the 3rd Monday of each Month) and (AC Meets At the Call of the Chair)</i>	Monday	26	9:30 a.m.	1 st Floor Board Room
Board of Directors Budget & Finance Committee <i>(Meets on the 4th Wednesday of each Month)</i>	Wednesday	28	9:30 a.m.	1st Floor, Yerba Buena Room #109

APRIL 2018

<u>TYPE OF MEETING</u>	<u>DAY</u>	<u>DATE</u>	<u>TIME</u>	<u>ROOM</u>
Board of Directors Regular Meeting <i>(Meets on the 1st & 3rd Wednesday of each Month)</i>	Wednesday	4	9:45 a.m.	1 st Floor Board Room
Board of Directors Executive Committee <i>(Meets on the 3rd Monday of each Month)</i>	Monday	16	9:30 a.m.	1 st Floor Board Room
Board of Directors Regular Mtg. <i>(Meets on the 1st & 3rd Wednesday of each Month)</i>	Wednesday	18	9:45 a.m.	1 st Floor Board Room
Board of Directors Budget & Finance Committee <i>(Meets on the 4th Wednesday of each Month)</i>	Wednesday	25	9:30 a.m.	1st Floor, Yerba Buena Room #109
Board of Directors Mobile Source Committee <i>(Meets on the 4th Thursday of each Month)</i>	Thursday	26	9:30 a.m.	1 st Floor Board Room

HL – 1/31/18 – 5:00 p.m.

G/Board/Executive Office/Moncal

BAY AREA AIR QUALITY MANAGEMENT DISTRICT

Memorandum

To: Chairperson Jim Spering and Members
of the Personnel Committee

From: Jack P. Broadbent
Executive Officer/APCO

Date: January 24, 2018

Re: Approval of the Minutes of December 18, 2017

RECOMMENDED ACTION

Approve attached draft minutes of the Personnel Committee (Committee) meeting of December 18, 2017.

DISCUSSION

Attached for your review and approval are the draft minutes of the Committee meeting of December 18, 2017.

Respectfully submitted,

Jack P. Broadbent
Executive Officer/APCO

Prepared by: Marcy Hiratzka
Reviewed by: Maricela Martinez

Attachment 3A: Draft Minutes of the Committee Meeting of December 18, 2017

AGENDA: 3A – ATTACHMENT

Draft Minutes – Personnel Committee Meeting of December 18, 2017

Bay Area Air Quality Management District
375 Beale Street, Suite 600
San Francisco, California 94105
(415) 749-5073

DRAFT MINUTES

Summary of Board of Directors
Personnel Committee Meeting
Monday, December 18, 2017

1. CALL TO ORDER – ROLL CALL

Personnel Committee (Committee) Chairperson, Jim Spering, called the meeting to order at 9:32 a.m.

Present: Committee Chairperson Jim Spering; and Directors Carole Groom, Scott Haggerty, David Hudson, Tyrone Jue, Doug Kim, Pete Sanchez, and Brad Wagenknecht.

Absent: Vice Chairperson Katie Rice.

Also Present: None.

2. PUBLIC COMMENT ON NON-AGENDA MATTERS

No requests received.

3. APPROVAL OF THE MINUTES OF JUNE 2, 2017

Public Comments:

No requests received.

Committee Comments:

None.

Committee Action:

Director Hudson made a motion, seconded by Director Wagenknecht, to approve the minutes of June 2, 2017; and the motion carried by the following vote of the Committee:

AYES: Groom, Haggerty, Hudson, Kim, Sanchez, Spering, and Wagenknecht.
NOES: None.
ABSTAIN: None.
ABSENT: Jue and Rice.

4. **CONDUCT INTERVIEWS AND CONSIDER RECOMMENDING BOARD OF DIRECTORS’ APPROVAL OF CANDIDATE FOR APPOINTMENT TO THE AIR DISTRICT’S HEARING BOARD**

Brian Bunger, District Counsel, gave the staff presentation *Conduct Interviews and Consider Recommending Appointment to the Hearing Board*, including: overview; background; members; recruitment; and interview and discussion.

Public Comments:

No requests received.

Committee Comments:

The Committee conducted an interview of Ryan Janoch, P.E., current Hearing Board Alternate member in the Professional Engineering category, and Hearing Board Principal member candidate in the Professional Engineering category.

Committee Action:

Chair Spering made a motion, seconded by Director Wagenknecht, to recommend the Board of Directors’ approval of the appointment of Ryan Janoch as Professional Engineering category Principal member of the Hearing Board; and the motion carried by the following vote of the Committee:

AYES: Groom, Haggerty, Hudson, Kim, Sanchez, Spering, and Wagenknecht.
NOES: None.
ABSTAIN: None.
ABSENT: Jue and Rice.

NOTED PRESENT: Director Jue was noted present at 9:50 a.m.

CLOSED SESSION (commenced at 9:44 a.m.)

5. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION - (Government Code Section 54957 and 54957.6)**

Pursuant to Government Code Section 54957 and 54957.6, the Committee will meet in closed session to conduct a performance evaluation of the Executive Officer.

6. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION - (Government Code Section 54957 and 54957.6)**

Pursuant to Government Code Section 54957 and 54957.6, the Committee will meet in closed session to conduct a performance evaluation of the District Counsel.

OPEN SESSION (commenced at 10:16 a.m.)

Mr. Bunger announced that there was no reportable action from Closed Session (Items 5 and 6.)

7. **COMMITTEE MEMBER COMMENTS / OTHER BUSINESS**

None.

8. **TIME AND PLACE OF NEXT COMMITTEE MEETING**

At the call of the Chairperson.

9. **ADJOURNMENT**

The meeting adjourned at 10:17 a.m.

Marcy Hiratzka
Clerk of the Boards

BAY AREA AIR QUALITY MANAGEMENT DISTRICT

Memorandum

To: Chairperson Jim Spering and Members
of the Personnel Committee

From: Jack P. Broadbent
Executive Officer/APCO

Date: January 25, 2018

Re: Update of the Air District's Diversity, Equity and Inclusion Program

RECOMMENDED ACTION

None; receive and file.

BACKGROUND

The Air District endeavors to be thorough, rigorous, and accurate in our work and we seek diverse perspectives to guide our decisions. The work of the Agency requires these diverse perspectives, talents, and life experiences to solve some of the most complex technical air quality issues that we face. Diversity and inclusion help us to attract and retain an extraordinary workforce and to fully engage and utilize the talents and backgrounds of our employees and the communities we serve. Our commitment to these values allow us to create and maintain a work environment that is professionally supportive, intellectually stimulating, and fully respectful of diverse ideas and makes our engagement with our stakeholders richer, more complete and more transparent.

DISCUSSION

The Air District strongly values diversity and inclusion and has implemented a number of policies, programs and processes to put these values into practice. As part of our ongoing efforts to meet these commitments, the Air District will continue seeking ways to outreach and engage with communities throughout the Bay Area.

Hiring and Employment Practices

The Air District does not discriminate on the basis of race, national origin, ethnic group identification, ancestry, religion, age, sex, sexual orientation, gender identity, gender expression, color, genetic information, medical condition, or mental or physical disability, or any other attribute or belief protected by law in employment or in the services the Agency provides to the regulated community and the public.

The Air District has in place an Equal Employment Opportunity Policy and Discrimination Complaint Procedures (attached) which governs employment and complaints of employment-related discrimination.

When hiring, the Air District places recruitment bulletins and announcements in front of as many job seekers as possible to reach the most diverse candidate pool. The Air District also targets diverse candidates through various outlets, including internet, print publications, and in-person. In addition to Bay Area-wide websites such as craigslist.org, indeed.org, linkedin.com, governmentjobs.com, and others, the Air District contracts with diversityjobs.com and sanfranjobs.com to post and announce all job openings to local nonprofits organizations, community organizations, and professional associations. These organizations represent minority communities, women, non-native English speakers, veterans, disabled individuals, low income individuals, and youth. Additionally, the Air District advertises job openings in newspapers targeted to diverse communities, such as the Sacramento Observer, El Mundo SF, and Philippine News SF. The Air District's staff has a presence at local university and college career fairs as well as career fairs that target diverse candidates, including the San Francisco Diversity Employment Day Career Fair and a Bilingual Career Fair.

The Air District's Human Resources Office also provides ongoing training to staff to assist in development and career growth opportunities. Some regular training topics include ethics, sexual harassment prevention, situational leadership, leadership development, improving communication skills, managing conflict, and others.

The Diversity, Equity and Inclusion Office

The Diversity, Equity and Inclusion Office reflects the Air District's commitment to diversity, equity and inclusion within the agency and in our work.

The Vision and Guiding Principles of the program include:

- Commitment to diversity, equity, and inclusion both internally and in our work;
- Equity and inclusion in decision-making strategies for policies, procedures, regulations, funding initiatives, public outreach, planning and hiring and employment practices.

The 2018 goals of the program include, organizing and operationalizing DE&I goals and objectives; continue participation in the GARE curriculum; conduct employee listening sessions; work to drive diversity initiatives and actionable items within organization; provide ongoing trainings on unconscious bias and develop a woman in leadership panel session.

The Government Alliance on Race and Equity

The Air District, Bay Conservation and Development Commission, and Metropolitan Transportation Commission participate in the Government Alliance on Race and Equity (GARE).

GARE is a national network of government jurisdictions working to achieve racial equity and advance opportunity for all and was launched by the Haas Institute for a Fair and Inclusive Society

(HIFIS) at the University of California Berkeley in 2014. In 2015, GARE was established as a joint project of the Hass Institute and the Center for Social Inclusion.

GARE provides a year-long training curriculum to support local and regional governments at the forefront of work to advance racial equity. The curriculum focuses on building pathways to begin racial equity work; sharing best practices, tools, and resources to put theory into practice; and developing support networks with other agencies

The Air District recognizes that while we enjoy a diverse and inclusive work environment and while we have undertaken many efforts to increase the diversity of the Agency; it is an ongoing challenge. The Air District is fully engaged in that challenge and continues to seek diversity and foster inclusion in our culture and in our work.

Respectfully submitted,

Jack P. Broadbent
Executive Officer/APCO

Prepared by: Judy Yu and Mary Ann Okpalaugo
Reviewed by: Rex Sanders

Attachment 4A: Air District Equal Employment Opportunity Policy
Attachment 4B: Community Organization Job Posting

The Bay Area Air Quality Management District**Administrative Code****PERSONNEL POLICIES & PROCEDURES, SECTION 3 RIGHTS AND OBLIGATIONS**

SECTION 2 EQUAL EMPLOYMENT OPPORTUNITY POLICY (REVISED 4/10/14)

The Board of Directors of the Bay Area Air Quality Management District affirms its policy to provide equal employment opportunities for all persons to be recruited, employed, placed, selected for training, trained, evaluated, promoted, demoted, laid off, terminated, compensated, assigned work and otherwise treated without regard to race, religious creed, color, national origin, ancestry, disability, medical condition, marital status, sex, age or sexual orientation.

The District is committed to maintaining a meaningful Equal Employment Opportunity Plan. It is the responsibility of the Human Resources Office, under the direction of the Director of Administrative Services and under the general direction of the Executive Officer/Air Pollution Control Officer, to ensure the spirit and intent of the Equal Employment Opportunity Plan is carried out.

2.1 OBJECTIVES. (Revised 4/10/2014)

- (a) The District will insure that each employee and applicant is afforded an equal opportunity in all aspects of the employment process without regard to race, religious creed, color, national origin, ancestry, disability, medical condition, marital status, sex, age or sexual orientation.
- (b) The District will analyze its work force and the population of the Bay Area.
- (c) The District will focus its equal opportunity efforts on enhanced outreach and training programs.
- (d) The District will establish and administer programs for employment, training and promotion of all employees without regard to race, religious creed, color, national origin, ancestry, disability, medical condition, marital status, sex, age or sexual orientation.
- (e) The District will be responsible for Equal Employment Opportunity Plan and designate an Equal Employment Opportunity Officer.
- (f) The District is committed to making a good faith effort to successfully achieve Equal Employment Opportunity.
- (g) Sexual harassment is contrary to basic standards of conduct between individuals and is prohibited by EEOC regulations. The District will therefore insure that the workplace is free from sexual harassment. Sexual harassment is defined in EEOC regulations, and includes, but is not limited to, the following: unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when such conduct is made explicitly or implicitly a term or condition of employment, is used as a basis for employment decisions, or has the purpose or effect of interfering with work performance or creating an otherwise offensive working environment.
- (h) The District will insure that no qualified person will be discriminated against on the basis of a disability. All qualified persons that can perform the essential functions of the job, with or without reasonable accommodation that does not create "undue hardship" for the District, shall be provided an equal opportunity for employment and promotion. All terms used in this section are defined in the regulations implementing the Federal Americans with Disabilities Act.

2.2 RESPONSIBILITY FOR EQUAL EMPLOYMENT OPPORTUNITY. (Revised 10/5/11)

- (a) The Air Pollution Control Officer of the District has the overall responsibility to the Board of Directors for actions by the staff in planning, coordinating, implementing, evaluating and reporting on all phases of the Equal Employment Opportunity Plan.
- (b) The responsibilities of the Equal Employment Opportunity Officer are listed in the Equal Employment Opportunity Plan.

2.3 DISCRIMINATION COMPLAINT PROCEDURE (Revised 4/10/2014)

Unlawful discrimination refers to discrimination based on race, religious creed, color, national origin, ancestry, disability, medical condition, marital status, sex, age, or sexual orientation.

An employee or group of employees who believes an incident involving a violation of the District's equal employment opportunity policy has arisen, may submit the complaint (in writing) to the Equal Employment Opportunity Officer.

STEP 1 The written complaint must be received by the Equal Employment Opportunity Officer within 30 days of the alleged discrimination and must specify the particulars of the alleged discrimination, including specific acts and/or statements. Although the specific act must have occurred within 30 days, supplementary or background information supporting the complaint may be included. If a complaint is received in an incomplete form, the Equal Employment Opportunity Officer will advise the complainant that help in its preparation can be arranged. A group of employees filing at the same time must allege acts of similar nature to be considered for class action.

STEP 2 The Equal Employment Opportunity Officer will evaluate the complaint and, if necessary, conduct an investigation.

STEP 3 Discrimination complaints found by the Equal Employment Opportunity Officer to be valid will be forwarded to the APCO for appropriate action. Complaints found by the Equal Employment Opportunity Officer to be invalid may be appealed to the APCO within ten (10) working days of the Equal Employment Opportunity Officer's decision. Any complaint decision forwarded or appealed to the APCO shall be acted upon within ten (10) working days of receipt.

Organizations that Receive Air District Job Announcements

- Community Organization Recipient
- Disabled American Veterans - Oakland
- Grace Urban Ministries, Inc.
- National Council on Aging - Senior Community Service Employment Program (SCSEP)
- Rainbow Community Center
- Transcen, Inc. - WorkLink
- Young Community Developers, Inc.
- Japanese Cultural and Community Center of Northern California
- San Francisco Lesbian Gay Bisexual Transgender Community Center
- Upwardly Global - San Francisco
- California Pacific Medical Center - Sutter health
- Vocational Rehabilitation - Menlo Park
- Vocational Rehabilitation Svc
- Vocational Rehabilitation-Berkeley Branch
- Vocational Rehabilitation-Oakland Branch
- Career Link - Mission Center
- North Cities One-Stop Career Center
- ICDC College
- Saint Mary's College Of California
- Soka University of America
- University of California - Santa Cruz
- University of the Pacific, Stockton Campus
- Employment Development Department - Santa Barbara
- Oakland Vet Center
- Society of American Military Engineers - San Francisco Post
- Caminos Pathways Learning Center
- Glide Foundation
- LIFETIME
- YWCA Berkeley /Oakland
- Army Career and Alumni Program (ACAP) - Fort Irwin
- Catholic Charities CYO
- National Council on Aging - Senior Community Service Employment Program (SCSEP)
- African American Community Service Agency
- Vocational Rehabilitation - Menlo Park
- Vocational Rehabilitation Svc
- Vocational Rehabilitation-Fremont Branch
- Eden Area One Stop Career Center
- Disabled American Veterans - Oakland
- Peninsula Vet Center
- Glide Foundation
- Central City Hospitality House
- Community Youth Center
- Compass Community Services
- Compass Community Services
- Edgewood Family Center
- Excelsior Family Connections
- Family Connections - San Francisco
- Grace Urban Ministries, Inc.
- Hamilton Family Center - Transitional Housing
- Juma Ventures
- Laguna Honda Hospital & Rehabilitation Center - PREP Program
- Larkin Street Youth Services - Education & Employment
- Life's Work Center
- Mission Hiring Hall
- Northeast Workforce Development Center
- Northern California Service League
- Opportunity Junction
- Potrero Hill Neighborhood House
- Recovery Survival Network
- Renaissance Parents Of Success
- San Francisco Conservation Corps
- San Francisco Dept. of Human Services - CalWORKs
- San Francisco Works
- South San Francisco Adult Education
- Tenderloin Housing Clinic (THC)
- The Family School - STRIVE Employment Program
- The Stride Center
- Treasure Island Homeless Development Initiative
- Treasure Island Job Corps Center
- Walden House, Inc.
- Workforce Services - Contra Costa County

- Young Workers United
- 100 Black Men of the Bay Area, Inc.
- African Immigrant and Refugee Resource Center
- Arab Cultural and Community Center
- Arriba Juntos
- Asian, Inc.
- California Black Chamber of Commerce
- Ingleside Community Center, Inc. (ICC)
- Jewish Community Center Of San Francisco Inc
- Korean Center, Inc.
- La Casa de la Madres
- Mission Language and Vocational School
- New Leaf: Services For Our Community
- Southeast Asian Community Center
- Spectrum LGBT Center
- The Greenlining Institute
- The Greenlining Institute
- The Pacific Center
- VYDC Employment Program
- Richmond WORKS
- BAY AREA COMMUNITY SERVICES
- Career Link Center - Goodwill
- Center For Independent Living, Inc.
- Horizons Unlimited
- Independent Living Resource Center San Francisco (..
- Lighthouse for the Blind & Visually Impaired
- Lions Blind Center of Oakland
- Marin Center for Independent Living
- Regional Center Of The East Bay
- San Francisco Department of Rehabilitation
- San Francisco Department of Rehabilitation
- Social Vocational Services - Emeryville
- The Arc of San Francisco
- The Disability Programs and Resource Center - SFSU
- The Hatlen Center for The Blind
- The Janet Pomeroy Center
- Tool Works
- Vocational Rehabilitation - Novato Branch
- Vocational Rehabilitation - Richmond Branch
- Vocational Rehabilitation-Greater East Bay District
- Public Allies - Silicon Valley
- Alameda County Vocational Program
- Career Link Center - Civic Center
- Career Link Center - Southeast
- Northeast Workforce Development Center
- San Francisco Dept. of Human Services - CalWORKs
- Sonoma County Job Link
- Workforce Services - Contra Costa County
- Heald College
- Lincoln University - Oakland
- 2d Battalion 23d Marines Family Readiness Officer
- Department of Veterans Affairs - Oakland
- Disabled American Veterans - Alameda Chapter 8
- Disabled American Veterans - Oakland Chapter 7
- Disabled American Veterans - Ozie Boler Chapter 21
- Disabled American Veterans - WM R Hearst Chapter 144
- Employment Development Department - Santa Barbara
- Marin County Veterans Services
- Oakland Vet Center
- San Francisco County Veterans Association
- Society of American Military Engineers - San Francisco Post
- Sonoma County Veterans Services
- Veterans Equity Center
- Veterans for Peace - San Francisco
- Asian Women's Shelter
- Global Fund for Women
- Maitri
- SAGE Project

- San Francisco Women's Centers
- YWCA of San Francisco & Marin