



FALLING THROUGH THE CRACKS

How California's
Welfare Policy
Keeps Families Poor

Race and Public Policy Program
Applied Research Center

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BERNARD KLEINA

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INTRODUCTION

California Work Opportunity and Responsibility to Kids (CalWORKs) is a welfare program that gives cash aid and services to eligible needy California families. The program serves all 58 counties in the state and is operated locally by county welfare departments. If a family has little or no cash and needs housing, food, utilities, clothing or medical care, they may be eligible to receive immediate short-term help. Families that apply and qualify for ongoing assistance receive money each month to help pay for housing, food and other necessary expenses.

www.dss.cahwnet.gov

IN 1997, California established the California Work Opportunity and Responsibility to Kids program (CalWORKs) to conform to the 1996 federal welfare reform legislation. The focus of the new program was a “workfirst” approach to move families receiving assistance into paid and unpaid employment. Each county was charged with the responsibility of operating local welfare offices. In effect, this created 58 separate welfare programs across the state.

CalWORKs administrators and public officials point to vast caseload reductions as a sign of the program’s success.

- The number of families participating in CalWORKs decreased by 34 percent from 727,695 to 482,071 families between January 1998, when CalWORKs implementation officially began, and December 2002.¹
- Although caseloads are down, the number of families applying for assistance is actually increasing. The average number of applications grew steadily, from 27,329 a month in the 1998–1999 fiscal year to 37,547 in 2001–2002, a 37 percent increase.²
- Sanctions are also being widely employed to cut assistance. Families are eight times more likely to lose benefits due to punitive sanctions than to leaving welfare to work. In February 2003, for example, nearly 55,000 families were sanctioned, compared to 6,600 who became employed and left the welfare system.³
- As time limits take effect, thousands more are losing assistance. In January 2003 alone, 37,000 families lost the adult portion of their benefits under the 60-month time limit provision. The California Department of Social Services (CDSS)

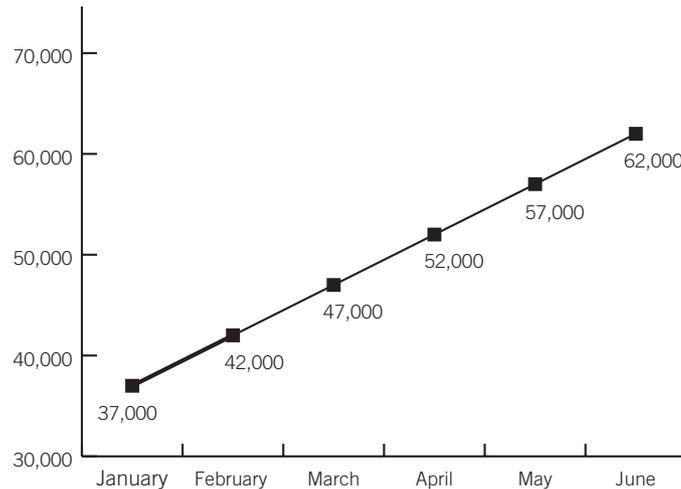
estimates that 5,000 more families will reach their 60-month time limit every month through the end of this fiscal year.⁴

As the experiences of CalWORKs families documented in this report illustrate, these alarming statistics are due to massive systematic failures in the delivery of services to California's poorest families. By conducting in-depth focus interviews with more than 30 families receiving CalWORKs assistance in

Alameda, Los Angeles, and San Francisco counties, this report highlights three reoccurring problems in the implementation of CalWORKs:

■ **Routine, Illegal, and Unjust Use of Sanctions.** Nearly every family interviewed was sanctioned at least once while receiving CalWORKs assistance. Families were sanctioned for a wide variety of reasons, including not being able to speak

62,000 FAMILIES WILL "TIME OFF" WELFARE BY JUNE 30, 2003



Source: California Department of Social Services, Research and Development Division.⁵

English and staying in college. Paperwork lost by the welfare office was the most frequently raised frustration by families. Being able to reach caseworkers to remedy these sanctions was a common challenge for families. Even when families provided a receipt for the paperwork from the welfare office, they were forced to fill out new forms.

- **Miscalculation of Legitimate Exemptions.** State and federal laws mandate that CalWORKs protect and exempt the disabled, survivors of domestic violence, and others not able to work. The agency is also supposed to give time back (to the 60-month time limit) for months where child support was collected. Yet, caseworkers routinely ignore exemptions and fail to implement time-back provisions.
- **Denial of Job Training and Educational Opportunities.** Families are being consistently steered away from vocational

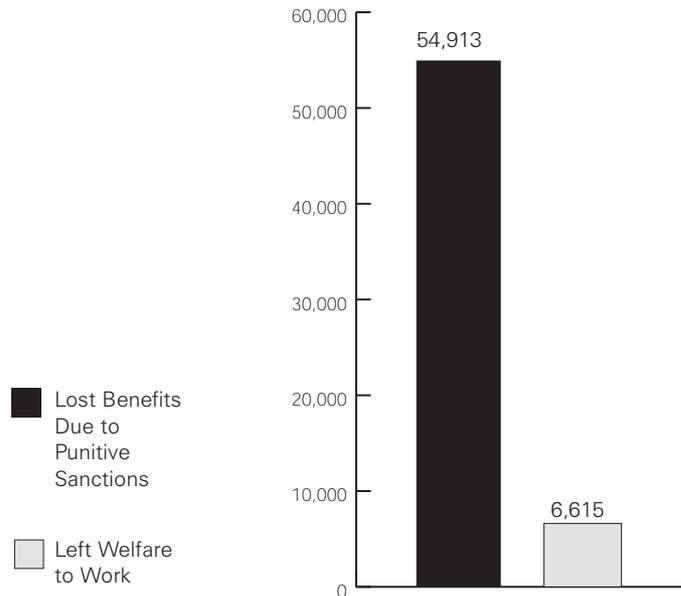
and educational opportunities and being tracked into ineffective, and often degrading, short-term job search activities and low-wage jobs. Parents were forced to drop out of college under the threat of sanction and participate in unpaid work activities that did not lead directly to employment. A number of families lost their jobs when the county failed to follow through on its commitment to provide childcare assistance as legally mandated. In addition, our research shows that transportation assistance was often illegally denied.

There are inherent challenges in establishing 58 different CalWORKs programs. Counties have had to establish new systems, build new organizational infrastructure, train staff, and contract multiple services out to for-profit businesses and nonprofit agencies. Even granting that this has not been an easy task, California's most vulnerable families are paying the price for the failings of the

state's welfare system. When a welfare office loses paperwork, the family is sanctioned. Families playing by the rules and working while receiving assistance lose their jobs when childcare payments are not made. Even as families lose assistance under the five-year time limit, many counties still do not have the mechanisms

in place to properly calculate exemptions and child support payments. As the experience of CalWORKs participants profiled in this report illustrate, not only are poor families being held to higher standards than the welfare offices, they are being punished for the bureaucracies' mishandling of the new system.

COUNTIES CHOOSE SANCTIONS OVER EMPLOYMENT



Source: CalWORKs Welfare to Work Monthly Activity Reports (February 2003).⁷

SANCTIONS

Sanctions and Time Limits Slash Family Income:

Families receiving CalWORKs lose \$131 dollars in assistance if they are sanctioned or if they reach their five year time limit—grants are reduced to \$548 dollars, a 19 percent reduction, for a family of three with no additional income.

IN an Alameda County study of sanctioned families receiving nonprofit legal assistance, 70 percent of the sanctions were imposed on participants who should have been exempt, or imposed as a result of a county welfare office error, or both. Sanctions were illegally or inappropriately applied to recipients who had childcare and transportation problems, trouble completing the paperwork, miscommunication and misunderstanding of welfare rules, and/or difficulty reaching a caseworker or making appointment times. The top five reasons leading to sanctions:⁸

- mental health
- physical health
- childcare
- limited English ability
- homelessness

TEN MINUTES MAKES THE DIFFERENCE BETWEEN HELP AND HOMELESSNESS

I am a 28-year-old working mother of three children. For nearly three years, I have worked at a local nonprofit that focuses on hunger and homelessness issues. I am blessed to have this job, but I still rely on some public assistance. When I first applied for cash assistance, I was enrolled in a GED class. When I came in for my orientation and job club meetings, they told everyone that we were eligible for childcare assistance and other support services while working or going to school. But the county never paid my caregiver, and she quit. I spent over two years paying her back out of my annual tax refunds. The welfare office won't reimburse me because they say they can only reimburse for services going back two months.

They have changed my welfare office at least seven times and have changed my caseworker more times than I can count. Depending on where they send me, it takes around two hours to get to a welfare office, and I usually have to take three different bus lines. Once, I missed a connecting bus and was ten minutes late to my appointment. The welfare office told me that they would reschedule, but instead they just cut me off all assistance. I couldn't pay the rent, and my landlord evicted us. I was out on the street with my three children until we were finally able to get shelter. It took five months to get assistance again.



Yolanda James, Los Angeles CA

Yolanda James

“FAMILY CAP” policies, also known as “Child Exclusion,” deny welfare benefits to children born while their parents are receiving welfare. In a national report card of state welfare policies, California was ranked as one of the most hostile states to women’s reproductive choices. Most states chose not to adopt a family cap policy.⁹ A study conducted through Bryn Mawr College and American University found that states with higher percentages of African Americans and Latinos were much more likely to adopt punitive welfare policies, including the family cap.¹⁰



MONICA HERNANDEZ

BEWARE OF THE FINE PRINT

When I went to the welfare office, I was given paperwork that was two inches thick and so complicated that I did not understand a lot of it. It took my caseworker over a year to schedule an appointment with an employment counselor. I already had a job with an alarm company by then. I applied for childcare and got nothing. Six months later, I got laid off with only one week's notice. The owner had died and they were selling the office. I was only getting \$28 in cash aid at the time. And, because I got pregnant while I was working and receiving cash assistance, they sanctioned me with a family cap. I didn't know about family caps until they sanctioned me, so I decided to appeal. With the help of Bay Area Legal

Aid I won, because the information about the family cap was hidden away in small print on the back of one of the forms I had signed. Now, they have to give you a separate notice about the family cap and have you sign that you understand it.

The welfare office also illegally forced me to drop out of college. They told me I had to find a clerical job or do 20-hour-a-week vocational education. A year later, I decided to appeal the decision and reenrolled at Vista College. I was on the honor roll my first semester and won my appeal the following spring.



Vivian Hain, Oakland, CA

Vivian Hain

FEDERAL Regulations and Title VI of the Civil Rights Act require welfare agencies to provide interpretation when “a significant portion” of the client base speaks a language other than English. In December 1999, legal advocates filed a CalWORKs Title VI Language Access Complaint against Los Angeles County Department of Public Services for failing at virtually every stage of the CalWORKS program to make services, training, and information available to legal immigrants and refugees who are not proficient in English. In a survey of Oakland families, 64% of non-English speakers reported experiencing language barriers applying for CalWORKs.¹¹



FAM SAECHAO

TEENAGE TRANSLATOR

I translate meetings with the welfare caseworkers for my parents. The welfare office sends us notices giving us appointment dates, but not a specific meeting time. If I am there to complain, it takes three to four hours for someone to meet with us. If I am not there, my parents wait at the office all day, only to be told to come back with a translator. As a result, I end up missing a lot of school. And, if I miss too much school, the welfare office cuts our family off welfare. They call it a sanction.

My mother spends much of her time working to care for my brothers and sisters, my disabled dad, and my grandmother. She also works at the production assembly

line for a temp agency making minimum wage. The jobs are short-term, and when she gets laid off we have to reapply for assistance all over again. There have been days where we have had to go without eating while we waited for our welfare paperwork to get processed.

People at school are always making jokes about welfare moms. They think people on welfare are getting big checks. It's upsetting because the truth is we can barely afford to pay rent.



Meuy Chiew Saepanh
High School Senior
Oakland, CA

Meuy Chiew Saepanh

EXEMPTIONS

Having a disability or caring for a disabled relative may be counted as good cause exemptions from welfare-to-work activities and time limits.

A study by the California Department of Social Services found that 84 percent of California's 19 largest counties cited illness or disability of an individual or family member as the most frequent reason for families not participating in welfare-to-work activities. Seventy-nine percent of counties cited lack of transportation and 42 percent the interruption of childcare arrangements as the second and third most frequent reasons.¹²

DOUBLE THE PROBLEMS, HALF THE HELP

I used to work as a truck driver before I got into an accident that resulted in a serious spinal injury. Currently, I am going to Long Beach City College so I can become a special education teacher. I am also a father and sole caretaker for three children.

My youngest son, who is 11, has a bipolar disorder. I am supposed to qualify for childcare assistance through the CalWORKs program. They even told my son's social worker that we were eligible. But, when I tried to enroll my son they put him on a waiting list. I kept calling them to check, but they told me to stop contacting them, that they would call me.

I can't afford to pay for childcare, so I often take him to college with me. Sometimes he comes to night classes with me, other times

he plays at the campus game room. But this has become a problem, and they now say if he keeps coming with me, they will drop me from school.

I recently got a letter saying that I am six months away from my 60-month welfare time limit. The welfare office is supposed to exempt you if you are disabled or caring for a disabled family member. I qualify for both, but have received no exemptions. It's not surprising. They are constantly changing my caseworker, and they have two different computer systems – the one for the eligibility worker has more accurate information about my case than the one the caseworkers have, but they never bother to check.



John Kindred, Long Beach, CA

John Kindred



UNDER California law, a woman is exempt from time limits for any month she cannot participate in CalWORKs as a result of domestic violence and its effects. Numerous studies have estimated that more than half of women receiving welfare benefits have been victims of domestic violence as adults.¹³ In a survey of low-income women in California, 39% of Mexican American and 16% of Vietnamese women reported experiencing domestic violence. The study also revealed that only one in four immigrant women surveyed who reported that they were victims of domestic violence had received any information from the welfare office about available services for domestic violence survivors.¹⁴

A VICTIM OF DOMESTIC VIOLENCE RE-VICTIMIZED BY THE STATE

I emigrated to the U.S. from Columbia in 1985 to escape the war. Ten years later I met my husband, and we had a daughter together. He was abusive and did not want me to get my citizenship because he thought I would leave him. Things got worse, so I finally took my daughter and left him. We lived in shelters for two years, and I applied for public assistance. My caseworker wants me to work, but I have epilepsy and bad asthma, really bad.

Even though I have letters from my doctors, my caseworkers insisted that I go through job training. I was once sanctioned for three months until my eligibility worker, who is different than my caseworker, helped undo my sanction. The eligibility worker has

been really helpful, because my caseworkers keep changing, and my eligibility worker is the only one who knows my case.

It's pretty confusing, because on the one hand they like to pretend I am not disabled when they assign my work activities. But, when I get my monthly transportation check from CalWORKs it's at the disability rate of \$12. This makes no sense.

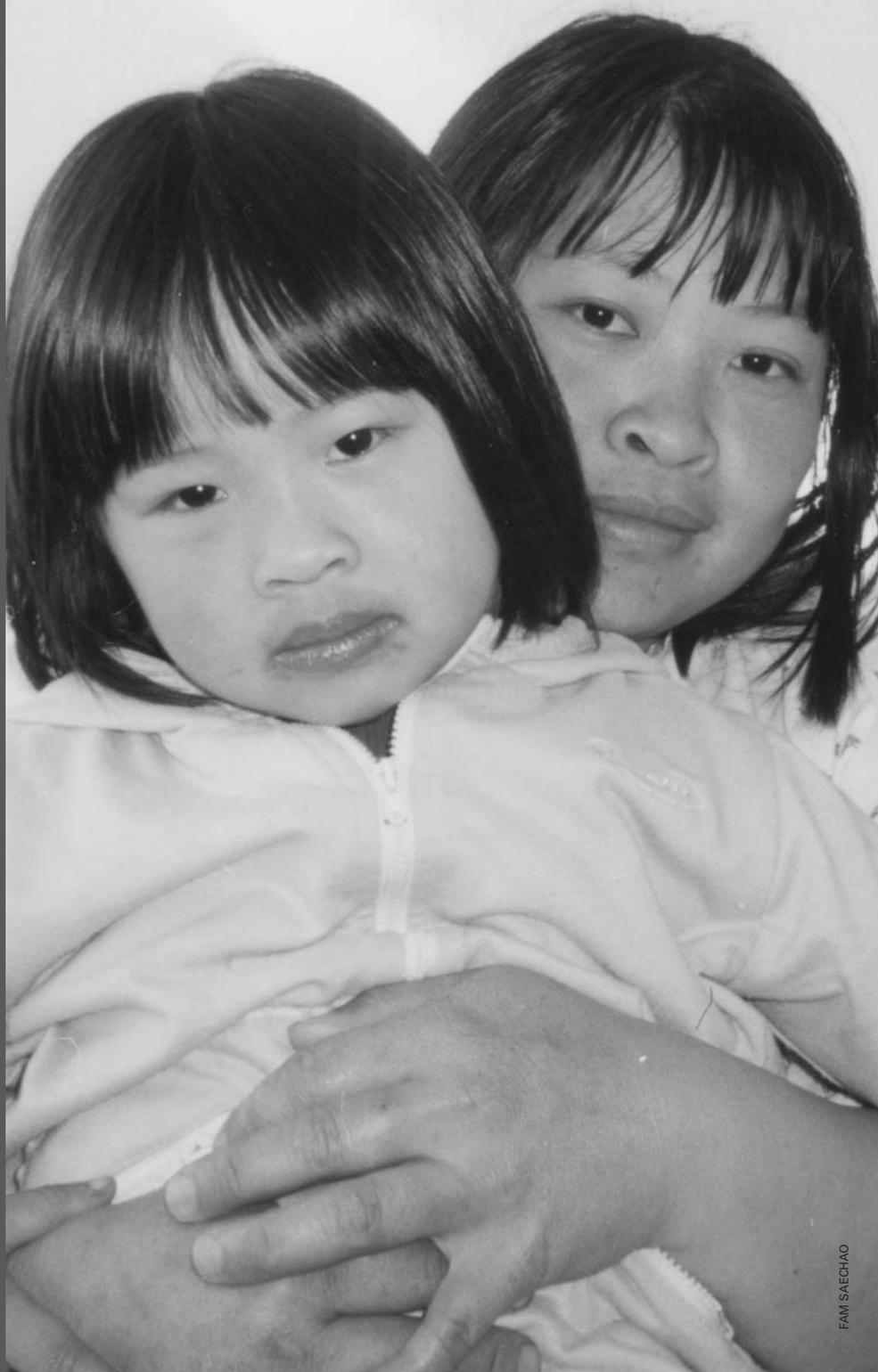
I recently got a letter saying that my 60-month time limit will be up in June 2003. I would apply for supplemental security income, but there are immigration restrictions.



Nidia Palaez, Los Angeles, CA

Nidia Palaez

FAMILIES may receive monthly exemptions for not being able to work or participate in welfare-to-work requirements due to significant impairments. In a study by the California Department of Social Services, 75 percent of the counties and 100 percent of the 27 advocacy groups surveyed agreed that improvements are needed to the current process of good cause exemptions.¹⁵



FROM ONE NIGHTMARE TO ANOTHER

Nging's family came to the United States in 1985 from a refugee camp in Thailand. During the Vietnam War, her village was burned down. Because her brother served with the Americans, the government promised her family asylum and assistance in the U.S., as part of the 1990 Refugee Act.

Nging takes medication for severe depression and for schizophrenia. Her 60-month time limit for cash

assistance ran out at the end of 2002. Even though she has a medically diagnosed mental disability and is unable to work, she was never exempted from the time limit. Instead, her family's monthly grant was cut by \$130, leaving her unable to pay rent and feed her children.



Nging, Oakland, CA

Nging

JOB TRAINING

Welfare-To-Work Program:

The Welfare-To-Work Program helps family members acquire the skills needed to get a job. The County will determine if a family must participate in Welfare-To-Work activities as a requirement for CalWORKs.

Child Care:

Families that receive CalWORKs may also be eligible for childcare services, such as help paying childcare costs. The County will explain to the family what services are available.

www.dss.cahwnet.gov

GETTING RECYCLED BY THE SYSTEM

Since 1998, I have been through the CalWORKs “Express to Success” job training program three times. When I first went to their job club, they showed us this video of how a housewife became a successful receptionist and can do all these things now, like order in pizza for her kids. In the six months I was in the program, I received no job training. Instead, they did trainings on how to dress and how to interview for jobs. They told us to wear our Sunday clothes and that if we needed help buying work clothes or needed vouchers for things like soap they would provide it. They even said they would help us with new hairdos. We never saw any of this assistance. Their interview training taught us how to sit down politely, how not to chew gum, and how not to put our feet on the boss’s desk. It was really insulting. Anyone with common sense

knows that you do not do these things. We needed to be taught job skills, not be treated like little children.

I went to the job club every day. They would give us the yellow pages and tell us to call places like Macy’s and Pollo Loco. In six months, I had over two hundred interviews. I finally got a job working for a security company at \$6.75 an hour. My shift was from 1 a.m. to 10 a.m., but the county never paid my babysitter, so she quit, and I had to leave my job.

Later, I got a job in the printing office at the Housing Authority that paid \$5.75 an hour. The welfare office then cut all my cash assistance and Food Stamps because they said I was making too much.



Yolanda Mendez
Long Beach, CA

Yolanda Mendez

CalWORKs has a time limit on welfare-to-work activities and supportive services. New applicants can get 18 months of training, with a possible six-month extension. If a school program is longer than the allotted training time, families are sanctioned unless they are working or in a community service assignment. A growing number of states are allowing individuals to participate in a four-year degree program with no time limit or other required work activities, but California is not one of them.



LIMITING EDUCATIONAL OPPORTUNITIES

I entered the Cal Learn program and completed my GED in four months. My case manager took me to Laney College and introduced me to a CalWORKs counselor. Most people don't know it, but the campus CalWORKs is not run by the welfare office, it's separate. They really cared about me and helped me enroll in college and sign up for work-study.

They helped me get an \$8-an-hour job, but when they realized that I was bilingual, they were able to help me get a market research job at \$12 an hour, 20-25 hours per week. The school paid 75% of my pay as part of the CalWORKs program. In May 2002, there were state budget cuts, and I got a letter from Laney outlining two options: either quit my current employment and take a work-study job for a lot lower

salary, or stay at my current job, but it would no longer count towards my required work activities. In other words, quit my job or they would sanction me.

My two-year education time limit under CalWORKs was almost up, but I decided I would stay in college anyway. When the time limit hit, our assistance was cut from \$548 to \$336, nearly a 40 percent cut. A last-minute scholarship and financial aid loan helped keep my son and me afloat. I am now at Mills College and close to getting my Bachelor's degree. The welfare people are still messing with my monthly check. Even when I have gone in and showed them the receipt for paperwork they'd lost, my payments have been three months late.



Claudia Rivas, Oakland CA

Claudia Rivas

IN a survey of over 250 families in Oakland and Los Angeles, fewer than one in five were told that school could be counted as a work activity. In fact, families were more than twice as likely to be sent to “dress for success” classes as to computer training courses. Blacks were three times as likely to be tracked in this manner.¹⁶

The Education Testing Service found that 200 hours of high-quality training could qualify 69 percent of higher-skilled welfare recipients for jobs that earn up to \$10,000 more per year than they are currently likely to earn. The remaining 31 percent of welfare recipients who have minimal skills could qualify for higher paying jobs with 2.5 years of additional high-quality coursework and training.¹⁷



EXPRESS TO SUCCESS IS A MESS

The welfare office sent me to an “Express to Success” class. It is a seven-day class that teaches you how to fill out job applications, dress, and pass an interview. After the seven days, they put you in a room where they have phones and fax machines. They give you a telephone book and tell you to look for jobs and schedule interviews. We were cold-calling businesses that were not even hiring.

Finally, I got a job at a nonprofit family resource center. I was making \$12.11 an hour. I worked there for 18 months, but I had to leave when they started having really bad budget problems. They asked us not to cash our

checks right away or they would bounce, and then threatened to fire us if we spoke out.

When I signed up for CalWORKs again, they sent me back to “Express to Success” even though I already had a certificate from this program. Now, they have me as a paid intern at a nonprofit through a Community Jobs Program. I get \$290 more than my cash assistance grant was, but I work 32 hours a week. If they have a job opening, I might get lucky and get hired. I have been here nearly six months.



Loretta McCall
San Francisco, CA

Loretta McCall

FINDINGS & RECOMMENDATIONS

THE application of welfare rules and regulations in the state of California is rife with arbitrary decisions, errors, and illegal practices on the part of county administrators. Even when the system is working as the law mandates, many families remain in poverty due to arbitrary time limits, an outdated method for determining how much income is necessary to match the local cost of living, and a bias against providing families receiving assistance with the means to attain the training and education necessary to become economically self-sufficient and secure.

In order for California to meet its responsibility to families in need of assistance, the following changes are necessary:

1 Protect Families from Unlawful and Unjust Sanctions

Families in California are over eight times more likely to lose benefits due to punitive sanctions than to leave welfare for work. In many instances, families are being sanctioned for mistakes made by the welfare office, such as lost paperwork. A number of states, such as Arizona and Tennessee, have initiated new procedures to protect families from unlawful and unjust sanctions. In Tennessee, caseworkers must document reasons for sanctions, and an independent, third-party review must take place before a

family loses benefits. California should establish a similar system to protect against the improper use of sanctions.

2 Ensure that CalWORKs Emphasizes Skills Training and Education

CalWORKs job search and training programs are failing to help families move out of poverty and squandering limited time and resources. Replace “dress for success” and other ineffective programs such as non-paid work, with post-secondary education and vocational training opportunities. Stop the time limit clock for participation in work, two-or four-year college programs, vocational

training, GED, ESL, or adult literacy programs.

3 **Institute Statewide Data Collection and Reporting Requirements**

Welfare in California is administered at the county level. In order to measure program effectiveness, disaggregated data, such as by race and disability, must be collected and made publicly available in the following areas: translation and English as a Second Language (ESL) services, educational and job attainment, barriers to employment, support services offered and received, and the application of sanctions and exemptions.

BACHELOR'S DEGREE NEARLY TRIPLES WOMEN'S EARNINGS

No Diploma	\$11,432
High School Graduate or GED	\$17,123
Associate's Degree	\$23,760
Bachelor's Degree	\$30,730

Note: Median earnings for women 25 years and older in 1999.
Source: U.S. Census Bureau¹⁸

4 **Suspend Time Limits**

The cases in this report illustrate that welfare offices frequently have not handled cases as mandated by state or federal law. In many cases, the Department of Social Services has failed to meet the intent or spirit of these laws. Given the Department's failures, the Attorney General's office should conduct an independent review of all cases currently closed or scheduled for closure under the 60-month time limit to ensure that families have been treated legally and fairly. Exit interviews with families must be conducted by the state to review and recalculate exemptions, benefit levels, and retroactive support services illegally denied. Currently, 14 states extend benefits for "good faith efforts," and an additional three states stop the clock for working families earning too little to get out of poverty. At the very least, California should do the same.

APPENDIX

THE FACE OF CALWORKS

	Overall Average/Percent	Families Likely to Hit Five-Year Time Limit
Persons Per Case	2.9	3.5
Children Per Case	2.1	2.3
Age of Adult	34.2 years	38 years
Age of Youngest Child	4.6 years	6.4 years
Cash Grant	\$486	—
Monthly Earned Income	\$795	—
Rent Payment	\$382	—
Value Most Expensive Vehicle	\$1,880	—
Portion of Adults Employed	49.7	52.4
Employed Adults Working		
Service or Retail Trade	56.4	—
Ethnicity		
Hispanic or Latino	40.6	29.2
White	24.2	28.9
Black	20.4	20.9
Asian	12.7	19.7
Citizenship Status		
Citizen	89.2	—
Refugee or Amnesty	6.1	—
Noncitizen Other	4.5	—

Source: California Department of Social Services ¹⁹

SURVEY OF OAKLAND AND LOS ANGELES FAMILIES AFFECTED BY WELFARE REFORM

	Los Angeles	%	Oakland	%	Total	%
Totals	117		141		258	
Application Process						
Applicant informed of rights	90	77%	86	61%	176	68%
Applicant experienced rudeness	76	65%	87	62%	163	63%
Applicant experienced barriers to application process	75	64%	92	65%	167	65%
Number of visits: 2 or fewer	49	42%	69	49%	118	46%
Number of visits: 3 or more	67	57%	69	49%	136	53%
Wait for benefits: 30 or more days	70	60%	89	63%	159	62%
Work Activity						
Required to do a work activity	72	62%	43	30%	115	45%
Received transportation benefits	32	27%	16	11%	48	19%
Received childcare benefits	24	21%	12	9%	36	14%
Unpaid work (worked for welfare check only)*	11	27%	5	17%	16	23%
School and Job Training						
Told school could be work activity	37	32%	17	12%	54	21%
Actual school counted as work	21	18%	9	6%	30	12%
Sent for job training	39	33%	52	37%	91	35%
Job training: job search	29	74%	34	65%	63	69%
Job training: "dress for success"	25	64%	30	58%	55	60%
Job training: computer**	5	13%	16	31%	21	23%
Sanctions						
Informed of the rules	55	47%	73	52%	128	50%
Received a sanction	51	44%	52	37%	103	40%
Sanction: missed appointment***	19	37%	12	23%	31	30%
Sanction: office lost paperwork***	16	31%	9	17%	25	24%
Whole Process						
Ease: easy	25	21%	32	23%	57	22%
Ease: somewhat easy	27	23%	20	14%	47	18%
Ease: difficult	65	56%	84	60%	149	58%

*As a percentage of those who have started their work activity
Source: Applied Research Center

** As percentage of those referred for job training
***As a percentage of those who received sanctions

CALIFORNIA ORGANIZATIONS WORKING ON WELFARE REFORM

ACORN, LA

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Ste. 250
Los Angeles, CA 90007
213-747-4211
www.acorn.org

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www.arc.org

California Budget Project

921 11th Street, Suite 502
Sacramento, CA 95814-2820
(916) 444-0500
www.cbp.org

Center for Third World Organizing (CTWO)

GROWL Project
1218 E. 21st Street
Oakland, CA 94606
(510) 533-7583
www.ctwo.org/growl

Coalition on Homelessness

468 Turk Street
San Francisco, 94102
(415) 346-3740

Coalition for Humane Immigrant Rights, LA (CHIRLA)

2533 W. Third Avenue, Ste. 101
Los Angeles, CA 90057
(213) 353-1333
www.chirla.org

LIFETIME

132 East 12th St.
Oakland, CA 94606
(510) 452-5192
www.geds-to-phds.org

L.A. Coalition to End Hunger and Homelessness

520 S. Virgil #300
Los Angeles, CA 90020
(213) 439-1070
www.lacehh.org

National Campaign for Jobs and Income Support, LA

3655 South Grand Avenue
Ste. 250
Los Angeles, CA 90007
(213) 743-3940
www.nationalcampaign.org

Parent Voices

111 New Montgomery Street
7th Floor
San Francisco, CA 94105
(415) 882-0234
www.parentvoices.org

People Organized to Win Employment Rights (POWER)

32 - 7th Street
San Francisco, CA 94103
(415) 864-8372
www.unite-to-fight.org

POOR Magazine

255 9th St.
San Francisco CA, 94103
(415) 541-5629
www.poormagazine.com

**Services, Immigrant Rights
and Education Network**

778 North First Street, suite 202
San Jose, CA 95112
Tel: (408) 286-5680
www.siren-bayarea.org

**Western Center on Poverty
and Law**

3701 Wilshire Boulevard
Suite 208
Los Angeles, CA 90010-2809
(213) 487-7211
www.wclp.org

**Women of Color
Resource Center**

1611 Telegraph Ave. #303
Oakland, CA 94612
(510) 444-2700 Telephone
www.coloredgirls.org

ENDNOTES

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