

**California State PTA Initiative Study Committee Report
Proposition 16 – ACA 5 (Weber)
July 2020**

ACA 5 Prop. 16 Text

<https://elections.cdn.sos.ca.gov/ballot-measures/pdf/aca-5.pdf>

What the Measure Proposes to Do:

This constitutional amendment asks the voters of California to vote on permitting the use of race, gender, and ethnic diversity as factors (but not decisive factors) in education including college admissions, government hiring, and government contracting.

Ballot Title and Summary

Allows diversity as a factor in public employment, education and contracting decisions, Legislative Constitutional Amendment.

- Permits government decision-making policies to consider race, sex, color, ethnicity, or national origin to address diversity by repealing Article 1, Section 31, of the California Constitution, which was added by Proposition 209 in 1996.
- Proposition 209 generally prohibits state and local governments from discriminating against, or granting preferential treatment to, individuals or groups on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, education, or contracting.
- Does not alter other state and federal laws guaranteeing equal protection and prohibiting unlawful discrimination.

Proposal

Eliminates Ban on the Consideration of Certain Characteristics in Public Education, Public Employment, and Public Contracting. If approved, the measure would repeal Proposition 209—Section 31 of Article I of the California Constitution. This would eliminate the ban on the consideration of race, sex, color, ethnicity, or national origin in public education, public employment, and public contracting. As a result, state and local entities could establish a wider range of policies and programs so long as they are consistent with federal and state law related to equal protection.

The California State PTA has numerous authorities that support equity and equal justice for all. A study committee consisting of Heidi Brewington, Lea Darrah, Shereen Walter

and Carol Kocivar has been created for the purpose of recommending whether the California State PTA should take a position on this initiative.

California State PTA's Legislation Action Committee took a support position on ACA 5 when this measure was introduced in the State Legislature. The bill passed with the required two-thirds vote which placed it on the November 2020 ballot.

The Committee Recommends:

California State PTA support Constitutional Amendment Proposition 16 that permits the use of race, gender, and ethnic diversity as factors (but not decisive factors) in education, including college admissions, government hiring, and government contracting.

California State PTA take an active role in the campaign to pass this initiative on the November 2020 ballot.

BACKGROUND

Legislative Analyst Background

"In 1996, California Voters Banned Consideration of Race, Sex, Color, Ethnicity, or National Origin in Public Programs. In 1996, California voters approved Proposition 209, adding a new section to the State Constitution—Section 31 of Article 1. The new section generally banned the consideration of race, sex, color, ethnicity, or national origin in public employment, public education, and public contracting in California.

There Are Some Exceptions to Proposition 209. State and local entities can consider sex when it is necessary as part of normal operations. For example, the state can consider the sex of an employee when staffing specific jobs at state prisons where it is necessary for staff and inmates be the same sex. Additionally, state and local entities may consider specified characteristics when it is required to receive federal funding. For example, the state is required to set goals for the portion of contracts awarded to certain groups for federally funded transportation projects, like businesses owned by women and people of color.

Proposition 209 Affected Certain Public Policies and Programs. Before Proposition 209, state and local entities had policies and programs intended to increase opportunities and representation for people who faced inequalities as a result of their race, sex, color, ethnicity, or national origin. These types of programs often are called "affirmative action" programs. For example, some of the state's public universities

considered race and ethnicity as factors when making admissions decisions and offered programs to support the academic achievement of those students. State and local entities had employment and recruitment policies intended to increase the hiring of people of color and women. The state also established programs to increase the participation of women-owned and minority-owned businesses in public contracts. The state set goals for the portion of state contracts that were awarded to those types of businesses. After voters approved Proposition 209, these policies and programs were discontinued or modified unless they qualified for one of the exceptions.

Federal Law Allows Policies and Programs That Consider Certain Characteristics, Within Limits. Before Proposition 209, state and local policies and programs that considered race, sex, color, ethnicity, or national origin still had to comply with federal law. Federal law establishes a right to equal protection and as a result limits the use of these considerations. For example, under federal law, universities may consider these characteristics as one of several factors when making admission decisions in an effort to make their campuses more diverse. To ensure compliance with federal law, these policies and programs must meet certain conditions that limit the consideration of these characteristics. These conditions are intended to prevent discrimination that violates equal protection.”

Affirmative Action in Higher Education

Source: Senate Committee on Labor, Public Employment and Retirement

- **The Equal Protection Clause. (U.S. Constitution, Article 14)** provides that no state “shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States; nor shall any state deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws.”
- **Grutter v. Bollinger, 539 U.S. 306 (2003)** provides that “the use of race in admissions decisions to further a compelling interest in obtaining the educational benefits that flow from a diverse student body is not prohibited by the Equal Protection Clause...”
- **Regents of the University of California v. Bakke, (438 U.S. 265 (1978) and Gratz v. Bollinger, 539 U.S. 244 (2003))** prohibits the use of racial quotas in the admission decisions, and provides that the use of race in admissions decisions must be individualized, narrowly tailored, and cannot be decisive.

State law also has a number of antidiscrimination provisions that are similar to those in federal law.

“Policies and Programs Created or Modified After Proposition 209. After voters approved Proposition 209, some public entities in California created or modified policies

and programs to instead consider characteristics not banned by Proposition 209. For example, many of the state's universities provide outreach and support programs for students who are first in their family to attend college. Many university campuses also consider where students attended high school and where they live when making admissions decisions. The universities view these policies and programs as ways to increase diversity without violating Proposition 209."

Federal Labor Law "For federal contractors and subcontractors, affirmative action must be taken by covered employers to recruit and advance qualified minorities, women, persons with disabilities, and covered veterans. Affirmative actions include training programs, outreach efforts, and other positive steps."

U.S. Department of Labor

<https://www.dol.gov/general/topic/hiring/affirmativeact>

Discrimination

Employment

"A recent study from the Economic Policy Institute showed that Black workers are twice as likely to be unemployed, and that a similar disparity exists among college-educated Black workers and their white counterparts. Nor does class or neighborhoods solely explain this gap – "controlling for parental incomes, Black boys have lower incomes in adulthood than white boys in 99% of Census tracts. (Based on Senate Analysis)

Gender Gap

"Similarly, the gender pay gap remains durable: the Institute for Women's Policy Research (IWPR) states that on average, women make 82 cents for every dollar earned by men. If the United States maintains the current level of progress towards pay equity, it will take until 2059 to achieve pay equity. Yet, this figure obscures the racial and ethnic component of pay equity: Black women will not achieve pay equity with white men until **2130** and Latinas will not achieve pay equity with white men until **2224**." (Based on Senate Analysis)

"Irrespective of the merits of a colorblind society, the data suggests that we are not currently living in one. Instead, the data suggests that we live in a deeply unequal society, where the tools to compete in society are unevenly distributed and distributed in a manner that perpetuates inequality between races and genders at all levels of class and society." - Senate Committee on Labor, Public Employment and Retirement

Gender and Wage Gap

"...across all racial and ethnic groups, women working full time are typically paid less than men in the same group. Among full-time workers in 2017, Hispanic or Latina, American Indian or Alaska Native, black or African American, and Native Hawaiian or

other Pacific Islander women had lower median annual earnings compared with non-Hispanic white and Asian women.”

AAUW Report 2018

<https://www.aauw.org/resources/research/simple-truth/>

FIGURE 4: Women’s Earnings as a Percentage of White Men’s Earnings, by Race/Ethnicity, 2017

	Current Population Survey (CPS)	American Community Survey (ACS)
Hispanic or Latina	53%	54%
Black or African American	61%	62%
White (non-Hispanic)	77%	78%
Asian	85%	89%
Native Hawaiian or Other Pacific Islander	--	62%
American Indian or Alaska Native	--	58%

Note: Based on median annual earnings of full-time, year-round workers. CPS includes workers 15 and older, ACS includes workers 16 and older. The CPS is the preferred data source for income estimates, but lacks sufficient sample size for reporting on smaller demographic groups. See page 7 for a more detailed description of the CPS and ACS.

Source: U.S. Census Bureau (2018a, 2018b)

Education

“UC has not kept pace with the diversity of students in California K-12 schools or with the overall California population.(P)rior to Proposition 209, the proportion of freshmen from underrepresented groups (URG) averaged 19 to 20 percent, then dropped to 15 percent in 1998 then slowly increased over the next 20 years, reaching a peak at 37 percent in 2016—an increase that can be attributed to the increase in enrollment across all UC undergraduate campuses. Meanwhile, the percentage of URG students graduating from high school has nearly doubled to over 56 percent in 2016.

“An amicus brief submitted in 2016 by the University in *Fisher v. University of Texas* summarized the impact of Proposition 209 in short: “UC’s many years of effort and experimentation with a wide variety of race-neutral approaches demonstrates that, at least under current circumstances in California, highly competitive public universities cannot maintain historic levels of diversity within their student bodies—much less reflect in their student bodies a growing state population of underrepresented minorities—using only race-neutral methods.”

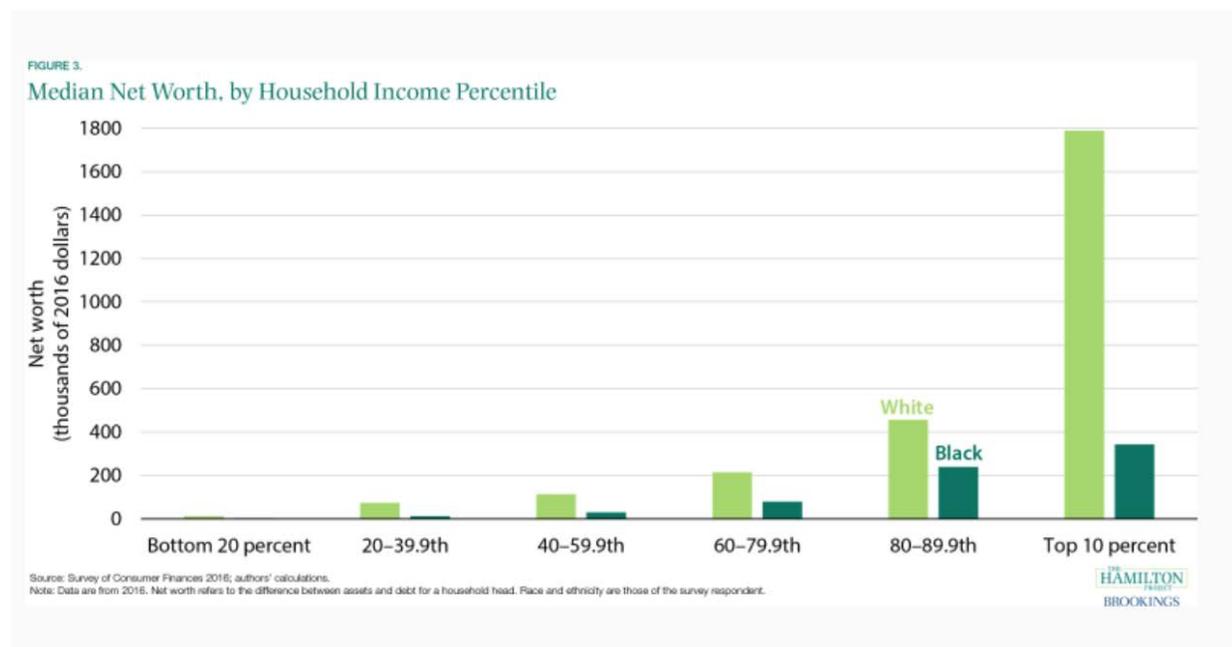
Impact on University of California, June 15, 2020 statement

<https://regents.universityofcalifornia.edu/regmeet/june20/b1.pdf>

Wealth Gap “ A close examination of wealth in the U.S. finds evidence of staggering racial disparities. At \$171,000, the net worth of a typical white family is nearly ten times greater than that of a Black family (\$17,150) in 2016. Gaps in wealth between Black and white households reveal the effects of accumulated inequality and discrimination, as well as differences in power and opportunity that can be traced back to this nation’s inception. The Black-white wealth gap reflects a society that has not and does not afford equality of opportunity to all its citizens.

Brookings “ Examining the Black-White Wealth Gap”

<https://www.brookings.edu/blog/up-front/2020/02/27/examining-the-black-white-wealth-gap/>



“Figure 3 above shows median net worth at different points in the family income distribution. What is immediately evident is that the racial wealth gap remains even for families with the same income. For those in the top 10 percent by income (only 3.6 percent Black), the racial wealth gap is still quite large: median net worth for white families in this income group is \$1,789,300 versus \$343,160 for Black families. A racial gap exists in every income group except the bottom quintile (23.5 percent Black), where median net worth is zero for everyone.”

Summary of Legislative Analyst's Estimate of Net State and Local Government Fiscal Impact

- No direct fiscal effect on state and local entities because the measure does not require any change to current policies or programs.
- Possible fiscal effects would depend on future choices by state and local entities to implement policies or programs that consider race, sex, color, ethnicity, or national origin in public education, public employment, and public contracting. These fiscal effects are highly uncertain.

Source: Legislative Analyst

<https://elections.cdn.sos.ca.gov/statewide-elections/2020-general/prop-16-leg-analysis.pdf>

PTA Authorities

California State PTA Legislation Platform

Preamble

The California Congress of Parents, Teachers, and Students, Inc. legislation platform reflects the priorities that guide our efforts to secure adequate laws for the care and protection of children, youth and families.

General Principles for Consideration of Proposed Legislation

- Equity in every aspect of life for all children and youth, while recognizing that each child is unique with individual needs and talents.
- Effective governance systems and practices that are rooted in social justice to effectively serve the needs of children, youth and families.

Legislation Planks

- To promote public policy that contributes to the stability of families and to the adequate physical, emotional and financial support of children and youth.
- To improve governance systems and practices in order to effectively serve the needs of children and youth.
- To support the needs of vulnerable children in all aspects of their lives

Resolutions

ACHIEVEMENT: ELIMINATING THE GAP Adopted by Convention Delegates May 2009 Reviewed and deemed relevant April 2018

RESOLVED, That the California State PTA and its units, councils, and districts advocate for legislation and public policies that improve academic achievement for all students and eliminate the achievement gap; and be it further

RESOLVED, That among their advocacy efforts, the California State PTA and its units, councils and districts urge legislators and local school districts to address all issues that contribute to the existence of the achievement gap, and avoid focusing exclusively on a standardized testing-based approach in their efforts.

IMPROVING AND STABILIZING EDUCATION FUNDING Adopted by Convention Delegates April 2018

RESOLVED, That the California State PTA urge the Legislature and the Governor to improve and reform state and local funding so all California students have the opportunity to reach academic proficiency levels; and be it further

Position Statements

Assistance to Families in Need

*Adopted February 1998 – Reviewed and deemed relevant November 2017 –
Community Concerns Commission*

California State PTA believes that children are our most important natural resource, that the family is the basic unit of society responsible for the support and nurturing of children, and that every effort must be made to ensure that public policies concur with the best interest of children and families.

California State PTA Statement June 4, 2020

PTA Denounces Racial Injustice and Calls For Greater Equity and Inclusion

California State PTA denounces racial injustice, violence, and the recurring brutal mistreatment of African Americans in our nation. We stand in solidarity with the friends and family of George Floyd in demanding change.

As parents and caregivers, we do everything in our power to protect our children from harm, but the reality of continuing discrimination and injustice makes that impossible for many of our children and families of color. This cannot continue.

California State PTA joins our community, education, and equity partners in seeking concrete actions to address the pattern of institutional discrimination and violence against black people. California State PTA commits to examine our own practices and structures to work towards eliminating implicit bias, racism and inequities. We call on our thousands of local PTAs throughout California to bring to life the principles of

inclusion, equity, and diversity. PTA strives to create communities that provide safety, opportunity, and a nurturing environment for all children and families.

What do Proponents and Opponents Say?

Proponent Arguments:

Assemblymember Weber

“The fate of Prop. 209 will now be in the hands of voters on November 3rd. “While it was sold as a civil rights law when it passed in 1996, Proposition 209 has cost women- and minority-owned businesses \$1.1 billion each year, perpetuated a wage gap wherein women make 80 cents on every dollar made by men, and allowed discriminatory hiring and contracting practices to continue unhindered. Far from being colorblind, the bill has set up barriers to women and minorities to share in the economic life of California. Proposition 209 has hindered public policy, thwarted opportunity and maintained economic disparity long enough. It’s time to give voters a chance to right this wrong.”

Chinese for Affirmative Action

“California must rebuild stronger than ever after the devastating effects of COVID-19. Chinese for Affirmative Action is committed to a more equitable California. ACA 5 will give our leaders the resources to support diverse small businesses and to get women and people of color back into the workforce with better jobs and higher wages.

American Federation of State, County and Municipal Employees, Local 3299

“Reinstating affirmative action in California will be an enormous victory for workers... for too long, we have been unable to ensure women and people of color have an equal shot at making a decent wage, at promotions, and at attaining leadership roles to move our state into the future. As we navigate the COVID-19 crisis and get people back to work, we have an opportunity to not just rebuild our economy, but also build one that is more equitable, and more sustainable”.

<https://caasf.org/press-release/california-voters-will-have-their-say-on-proposition-209-and-affirmative-action/>

The Education Trust-West

“We can’t fix problems we refuse to look at, and it is past time to acknowledge that race and gender matter for California’s students. From preschool through higher education, we give students of color unequal access to quality education and teachers who look like them; to advanced coursework and college opportunity and then we pretend to be shocked by gaps in educational attainment and economic opportunity. We steer young women away from science, technology, math, and engineering, even as we denounce the pay gap. Repealing Prop 209 is a critical first step toward confronting

discrimination and structural inequality so we can build a California that truly provides opportunity for all”.

<https://west.edtrust.org/press-release/california-voters-will-have-their-say-on-proposition-209-and-affirmative-action/>

California Commission on the Status of Women

Before proposition 209, 2,096 transportation construction businesses were owned by women. Today, only 763 of those businesses are still in operation, 79 percent of which are owned by white women. Women of color owned women-business enterprises (WBEs) experienced many more difficulties post-Proposition 209 than white-owned WBEs. After the passage of Proposition 209 in 1996, real dollars awarded to certified WBEs fell by 40 percent. The number and percentage of awards to women decreased after the passage of Proposition 209 and the climate of the industry became increasingly hostile to women—reflecting an entrenched social bias.

Nearly twenty-five years later, Proposition 209 has hurt, and not helped, Californians by prohibiting time-tested affirmative action programs that bolster education and job opportunities for women and people from Black and Brown communities. African American and Latino students admitted to the University of California decreased between 12 and 60 percent depending on the campus. A striking shortage of physicians of color has been exacerbated since the ban on equal opportunity programs in state-run medical schools.

<https://women.ca.gov/current-legislation-and-policy-priorities/>

Complete list of proponents attached as Appendix A

Opponent Arguments:

Silicon Valley Chinese Association Foundation

“To understand ACA-5, we have to remember what Proposition 209 is. In November 1996, Proposition 209 (also known as the California Civil Rights Initiative) amended the state constitution to prohibit state government institutions from discriminating against, or granting preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting. In the 23 years that Proposition 209 took effect, California has become the most diversified state in the US. Also, we fully support comprehensive measures having since been introduced to help students from disadvantaged families obtain higher education.”.

The Silicon Valley Chinese Association Foundation often quotes the Rev. Martin Luther King Jr. to promote a vision of a color-blind future. They remind us of Dr. King's speech on August, 28, 1962, in which he proclaimed, "I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character." Yet, 58 years later, some Californian legislators are proposing to entirely repeal Proposition 209 and unfairly roll the clock back to legalize discriminating a person based on her/his race, sex, color, ethnicity, or national origin. We are outraged!

The 14th Amendment of the US Constitution clearly states that no state shall deny to any person within its jurisdiction the equal protection of its laws. ACA-5 re-introduces racial preferences, still a form of racial discrimination, into the state law. Therefore, it violates the US Constitution. It will divide California and pit one group of citizens against another simply based on their race, sex, color, ethnicity or national origin. It will minimize the accomplishments of minority groups to a simple result of preferential treatment, a blow to their extraordinary hard work and sacrifice."

Californians for Equal Rights (CFER)

ACA 5 is a lie and it legalizes discrimination, as correctly pinpointed by Senator Ling Ling Chang at today's floor vote. It is promoted by political propaganda based on ingenuine attacks on Proposition 209. In reality, since 1996, California has made strides in diversity and inclusion in public education, employment and contracting. UC has made substantial improvements in both enrollment and graduation prospects regarding underrepresented minority students. California State University now has an undergraduate body with 75% of minority students. The number of minority civil servants increased from 38% of the public workforce in the 1990s to 50% in the 2000s. Both women and men of color saw largest gains in employment rates, proportional to their working age population growth. After Proposition 209, the prices on state funded transportation contracts fell by 5.6% relative to federally funded projects, for which preferences still applied.

Going forward, CFER will continue to work with our diverse community partners and concerned Californians to keep Proposition 209 in the California Constitution. "CFER envisions a society in which every individual, regardless of race, sex, ethnicity or national origin, is free to pursue success and happiness in life. It will be a society that respects and advances the cause of true equality. I have faith in California voters who will make the right decision to reject ACA 5 and work together to advance a free and fair society!" said Mr. Ward Connerly, president of CFER.

Californians for Equal Rights stated in their ballot summary against Prop 16 , "Politicians want to strip our Constitution of its prohibition on discrimination and preferential

treatment based on race, sex, color, ethnicity or national origin. They want to play favorites. If there's anything that should be fundamental in our society it's that the state should treat all Californians equally..."

<https://californiansforequalrights.org/2020/06/24/californians-for-equal-rights-cfer-disappointed-by-california-legislatures-passage-of-aca-5/>

Organization for Justice and equality

"ACA5, if approved, will give rise to the use of race, national origin, and gender as evaluation basis in the public sector of California for college admission, job application, and contract approval. It will regressively cause serious race discrimination and sex discrimination especially to the outrage of Asian Americans and Caucasian Americans.

Everybody should be judged objectively based on merits including accomplishments, talents, dedication, and integrity, but not on immutable traits such as color of the skin/national origin or gender. Otherwise it is discrimination based on race or sex, in accordance with the current federal and state law! A March 2019 Pew study finds that the majority of Americans, 73%, believe that colleges and universities should not consider race or ethnicity in admissions.

The Hispanics and African American authors of ACA5 are attempting to change the current state law mainly for the benefits of their own ethnic groups. Diversity is their main excuse. This amendment will actually further divide our country and cause more ill feelings among races. Equality is their other excuse. However, evaluating applicants based on race/national origin is inequality, exactly contradictory to equality. This is huge injustice and incredible discrimination, seriously tarnishing the reputation and image of America! California's result on this will be a guideline for the whole country."

http://justice-equality.org/beta/current_issues/must-stop-aca5/

Asian American Coalition for Education

"ACA 5 only serves as a bandage to cover up Californian politicians' failure to improve K-12 education, which is the real root cause behind a lack of diversity in higher education. By doing so, shameless politicians try to re-impose racial discrimination and scapegoat hardworking students from Asian and other racial backgrounds. Assembly Democrats in Sacramento who voted to pass ACA 5 sold us out. They caved to identify politics and betrayed public trust. They shamelessly stomped on our interests and virtues of the Asian-American community with blatant disregard for the future of our younger generation to pursue the American Dream. Their political pandering and misrepresentation of Asian American' voices will be accountable." said members of the Asian American Coalition working to defeat ACA 5." said members of the coalition

working to defeat ACA 5.

http://asianamericanforeducation.org/en/pr_20200615/

A complete list of Opponents attached as Appendix B

Campaign Finance information:

[https://ballotpedia.org/California_Proposition_16,_Repeal_Proposition_209_Affirmative_Action_Amendment_\(2020\)](https://ballotpedia.org/California_Proposition_16,_Repeal_Proposition_209_Affirmative_Action_Amendment_(2020))

Discussion/Analysis

At the federal level and in most states, affirmative action programs addressing discrimination affecting race and gender are permitted.

California, however, under Proposition 209, specifically prohibits the use of strategies that use race and gender as decision factors in public employment, public education, and public contracting to remedy this discrimination. The repeal of Proposition 209 would allow the use of race and/or gender as a 'plus' factor in public education including college admissions, public employment, and public contracting.

It would not permit the use of quotas or policies that are broadly tailored and do not consider the totality of the individual college applicant, job applicant, or contract bidder.

California State PTA believes in equity in every aspect of life for all children and youth, and effective governance systems and practices that are rooted in social justice to effectively serve the needs of children, youth and families.

As noted in the research above, there continues to be significant wealth, wage and gender gaps that create unequal support for children and families. Low-income and poverty affect the lives of children, youth and families, including negatively impacting physical and mental health, academic performance, and school attendance. Poverty puts children and youth at higher risk of being involved with child welfare and the juvenile justice system.

The PTA was established to secure adequate laws for the care and protection of children, youth and families.

We must address a legacy of unequal treatment of marginalized groups and promote fairness and advance upward mobility, pay equity, and racial wealth gap reduction.

The Committee Recommends:

California State PTA support Constitutional Amendment Proposition 16 that permits the use of race, gender, and ethnic diversity as factors (but not decisive factors) in education, including college admissions, government hiring, and government contracting.

California State PTA take an active role in the campaign to pass this initiative on the November 2020 ballot.

Appendix A

List of Organizations in Support of ACA 5 / Proposition 16

(obtained from the Office of Assemblymember Shirley Weber, Ph.D.)

Chinese for Affirmative Action	California State University Northridge – Department of Asian American Studies
Mayor Libby Schaaf, City of Oakland	California – Hawaii State Conference of the NAACP
AAPJ Women Lead	Californians for Justice
Abriendo Puertas/Opening Doors	Californians Together
ACLU California	Canal Alliance
Advancement Project	Career ladders Project
AFSCME, Local 3299	Center for Leadership, Equity, and Research
Alliance for Boys and Men of Color	Child Care Law Center
Alliance for Children’s Rights	Children Now
American Association for Access, Equity and Diversity	Children’s Defense Fund-California
American Civil Liberties Union, Northern and Southern California, and San Diego, and Imperial Counties	Chinese American Progressive Action
American Federation of State, County Municipal Employees, Local 3299	City of Oakland – City Attorney’s Office
Anderson Baker Architects	Communities United for Restorative Youth Justice
Anti-defamation League	Community Coalition
Asian Americans Advancing Justice, California	Community Legal Services in East Palo Alto
Asian Americans Advancing Justice, Los Angeles	Congregations Organized for Prophetic Engagement
Asian Law Alliance	Consumers for Auto Reliability and Safety
Association of California State Employees with Disabilities	Cope of San Bernardino
Aypal: Building API Community Power	Del Sol Group, Inc.
Black Students of California United Brother, Sons, Selves Coalition	Disability Rights Education and Defense Fund
Building Blocks for Kids	Diversity in Leadership Institute
California Black Chamber of Commerce	East Bay Community Law Center
California Change Lawyers	Education Board Partners
California Council on American-Islamic Relations	Empowering Pacific Islander Communities
California Democratic African - American Party	Energy Convertors
California Faculty Association	Equal Justice Society
California Federation of Teachers	Faith in Action East Bay
California Lulac	Families in Schools
California Pan-Ethnic Health Network	Fathers and Families of San Joaquin
California Reinvestment Coalition	Feminist Majority Foundation
California Religious Action Center of Reform Judaism	Food for People
	Fortune School of Education
	Friends Committee on Legislation of California
	Future Leaders of America
	Gente Organizada

GO Public Schools
 Greater Sacramento Urban League
 Hispanic Association of Colleges and Universities
 Hmong Cultural Center of Butte County
 Hmong Innovating Politics
 Inland Congregations United for Change
 InnerCity Struggle
 Innovate Public Schools
 International Action Network for Gender Equity & Law
 Justice in Aging
 Khmer Girls in Action
 Kid City Hope Place
 LA Comadre
 Lao American National Alliance
 Latino and Latina Roundtable of the San Gabriel and Pomona Valley
 Lawyers' Committee for Civil Rights Under Law
 League of Women Voters of California
 Long Beach Coalition for Good Jobs and a Healthy Community
 LS Consulting
 Maternal and Child Health Access
 Minority Business Consortium
 National Action Network – Sacramento Chapter
 National Association of Women Business Owners – California
 National Center for Transgender Equality
 National Center for Youth Law
 National Women's Law Center
 New Life Christian Church
 Nextgen California
 OCA Sacramento – Asian Pacific American Advocates
 Officers for Justice Peace Officers Association
 Parent Organizing Network
 Policy Link
 Poverty & Race Research Action Council
 Public Advocates Inc.
 Public Counsel
 Reappropriate

Reinvent Stockton Foundation
 Resilience Orange County
 Rex and Margaret Fortune School of Education
 Rubicon Programs
 San Francisco African American Chamber of Commerce
 Social Justice Collaborative
 Somos Mayfair
 Southeast Asia Resource Action Center
 Southern California College Access Network
 Speak UP
 State Higher Education Leaders
 Teach for America
 Teach for America – Los Angeles
 Teach Plus
 The Cambodian Family Community Center
 The Desertsong Group
 The Education Trust – West
 The Fresno Center
 The Hawk Institute
 The Leadership Conference on Civil and Human Rights
 The Praxis Project
 The Village Nation
 True Plus
 UC Berkeley School of Law
 United Cambodian Community
 United Negro College Fund
 University of California Student Association
 Urban League – Greater Sacramento
 USC Race and Equity Center
 Western Center on Law and Poverty
 Workplace Fairness
 Youth and Education Law Project, Mills Legal Clinic of Stanford Law School
 10,000 Degrees
 28 California Black and American Academics and Scholars
 6 California Latin-x Academics and Scholars
 71 Asian American and Pacific Islander Individuals

Appendix B

List of Organizations opposing Prop 16 / ACA 5

(obtained from the Office of Assemblymember Shirley Weber, Ph.D.)

American Chinese School
 Asian American Rights' Group
 Asian American Coalition For Education
 Asian American Protection Group
 Asian Industry B2B
 Asian American Voters
 ASUP

Backcountry for Christ International, Inc.
 Bay Area Dance and Singing Affiliation
 BCB Senior Club
 Better Milpitas
 Better North Fremont
 Better to All
 BLMS

CA NO ACA-5 Volunteers Group No. 2
CACA -OC
California Association of Scholars
California Federation of College Republicans
Californians for Equal Rights
CAPA WVUSD
CC Wealth Group
Central California Chinese Cultural Association
Chinese American Alliance
Chinese American Association of Orange County
Chinese American Equalization Association
Chinese American Institute for Empowerment
Chinese Heritage Academy
Chinese Institute of Engineers, USA
Chinese Nueeses' Voice
Chino Hills Asian Federation
City of Garden Grove
Civil Society for the Protection of Women and Children
Concerned South Californians
Cub Scout Pack 52
Ding Ventures
Eagle Forum of California
Fair Chance for Asians
Fair North Fremont
Falcon Ridge Chinese Parent Association
Fremont Asia American Community
Guangming Foundation
Hayward Neighbor Group
Jan Ying Benevolent Association
Justice for All
Keep Prop 209
King Chops
Lamorinda Chinese-American Community
Lone Hill Neighborhood
Milly Literacy
Neighborhood Group in Pleasanton City

Neighborhood Watch Groups in Walnut & Diamond Bar Cities
No ACA5 in CA
No to Discrimination in All Forms
Northern California Chinese Engineers Group
Northwood Asian Group
Northwood Group in Irvine
Orange County Chinese Ladies Group
Orange County Parenting from Heart Group
Organization for Justice and Equality
Piedmont-Creek-Neighborhood
Riviera Elementary School Parent Group
San Diego Asian Americans for Equality
San Mateo Asian Parents Association
Saratoga Residents
Save My Sunny Sky
Silicon Valley AI and Big Data Association
Silicon Valley AI Education Foundation
Silicon Valley Chinese Association Foundation
Silicon Valley Community United
Silicon Valley Labor Committee
Silicon Valley Rafting Club
Silicon Valley Women Association
South California Asian American Parents Association
Southern California PTO
Student Partners in Learning US
Sustainable Recourses 4 Future
Tech for Good
TOC Foundation
Traditional Value Parent Group
Traditional Values for Next Generations
Tri-Valley Asian Association
United Chinese American Parents Association
Walnut Valley Chinese American Parent Association
Working and Rewarding
Yan's Translation and Consultation