



The fight for racial and gender equality is on the ballot in California.

In California, we believe in giving everyone, regardless of race or gender, an equal shot at fair wages, good jobs, and quality schools. But we're not there yet. By ending California's ban on affirmative action, Prop 16 levels the playing field for women and people of color so we can all succeed together.

The Affirmative Action Ban: A Past That Divides Us

California banned affirmative action in 1996 when Republican Governor Pete Wilson and his allies continued to use race as a political wedge and spearheaded the passage of Proposition 209. Since then, the State of California has denied Latinos, Asian Americans and Pacific Islanders, Native Americans, Black Californians, and women valuable opportunities that are proven to reduce discrimination in our schools, workplaces and communities.

DID YOU KNOW?

In states that allow affirmative action, women and people of color compete on equal footing for jobs, promotions, contracts, and educational opportunities. But California is one of only 9 states that outlaws affirmative action programs that promote equal opportunity for all. Proposition 16 will undo that.

Now, a state-funded women's health clinic cannot consider gender when hiring an OBGYN, and a public school in a Black or Latino community cannot consider reflecting the community it serves when hiring a teacher. When our public organizations cannot meet the needs of the communities they serve, it hurts all of us.



The ban on affirmative action is harming Californians in many other ways too:

- Women still earn less than 80 cents for every dollar a white man earns on average, and women of color and single moms make less even less. At 42 cents on the dollar, we have the worst wage gap for Latinas in the whole country.
- Businesses owned by women and people of color lose \$1.1 billion annually in government contracts.
- University of California admission rates for Black and Latino students have dropped 26 percentage points since the ban went into effect.
- Latinos are 54 percent of public school 12th graders in California, but just 25 percent of UC undergraduates.
- Asian American and Pacific Islander admission rates to the University of California have declined, too.

Here's the good news: Proposition 16 would restore affirmative action so we can remove the barriers that keep our communities from thriving – with strong oversight and without quotas.

We can stand up for our California values by passing Proposition 16 and helping lead the fight against systemic racism and sexism.

A simple approach to help fight discrimination.

Proposition 16 creates equal opportunities for every California community by:

- » **Fighting wage discrimination against women, especially women of color** – which will help close a gender wage gap that hurts workers and favors the powerful
- » **Strengthening resources in K-12 schools for communities that need it the most**, such as promoting STEM education for girls or recruiting and retaining more teachers of color
- » **Ensuring women, especially women of color, have equal access** to promotions and leadership positions in the public sector
- » **Standing up for working women and people of color**, many of whom are on the front lines of COVID-19, and are the first targeted for layoffs
- » **Ensuring all California students have equal access to higher education** – undergraduate and beyond – so they can build the careers of their dreams, and serve our communities for years to come



Join the coalition behind Proposition 16:



**Senator
Kamala Harris**



**Governor
Gavin Newsom**



**Black Lives Matter Founders
Alicia Garza and Patrisse Cullors**



Rep. Karen Bass
Rep. Barbara Lee
Rep. Ted Lieu
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Stockton Mayor Michael Tubbs
Asm. Shirley Weber (author of ACA 5)
ACLU of California
AFSCME California
California Asian Pacific Chamber of Commerce
California Black Chamber of Commerce
California Federation of Teachers
California Hispanic Chambers of Commerce
California Labor Federation
California Nurses Association
California PTA
California Teachers Association
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Dolores Huerta Foundation
Equality California
Equal Justice Society
Latino Community Foundation
League of Women Voters California
Los Angeles Chamber of Commerce
MALDEF
SEIU California
The Education Trust-West
The Campaign for College Opportunity

Find out more at voteyesonprop16.org!



Vote YES on Proposition 16 on November 3!

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