The African American Mayors Association (AAMA) is the only organization exclusively representing African-American mayors in the United States. AAMA exists to empower local leaders for the benefit of their citizens. The role of the African American Mayors Association includes taking positions on public policies that impact the vitality and sustainability of cities; providing mayors with leadership and management tools; and creating a forum for member mayors to share best practices related to municipal management.

Founded in 2014.
In March 2018, AAMA received a generous grant from Google.org to conduct a needs assessment (the “Assessment”) in Columbia, South Carolina, Gary Indiana, and Long Beach, CA (the “Cities”). The Cities identified have workforces vulnerable to job loss and populations between 100,000 and 500,000, as well as substantial black and Latino communities. We found it important to partner with diverse leaders to uplift this project as the focus is on black and Latino workers.
Within the next two decades, up to half of American jobs will be lost to automation.

Black and Latino low-wage workers are most vulnerable to experiencing job loss.

Mid-size cities, in particular, have a critical need to better understand trends in job loss and growth and to establish and improve systems to prepare vulnerable workers for growth industries.
PROJECT METHODS

Localized Research Focused on Two Areas:
- Understanding the economic and occupational landscape in each city
- Understanding education and training opportunities in each city

Engaged Local Stakeholders to Discuss Finding:
- Conducted 4 research forums (Houston, TX; Columbia, SC; Cambridge, MA; Augusta, GA)
- Executed a national communications strategy (ongoing)
KEY FINDINGS

- Based on two different predictive models, Black and Latino workers disproportionately hold occupations that are vulnerable to automation and job loss.

- Jobs requiring creative intelligence, social skills, perception and manipulation are less susceptible to automation.

- Black and Latino workers need tailored educational and workforce training solutions to be prepared for the future of work.

- Cities have tools to mitigate job loss, such as apprenticeships and workforce development programs, however, these tools are underutilized by Black and Latino workers.
PREDICTIVE MODEL I:
RISK OF AUTOMATION FOR WORKERS OVER 20 YEARS OF AGE BY RACE/ETHNICITY FOR EACH CITY

Note: High probability of automation is defined as >70% risk of automation. Low probability of automation is defined as <30% risk of automation.
PREDICTIVE MODEL II:
PROBABILITY OF FUTURE DEMAND FOR OCCUPATIONS HELD BY WORKERS OVER 20 YEARS OF AGE BY RACE/ETHNICITY FOR EACH CITY

Note: Low probability of future demand is defined as <30% probability of demands; shrinkage of this occupation is likely. High probability of future demand is defined as >70% probability of demand; growth of this occupation is likely.
RECOMMENDATIONS FOR LOCAL LEADERS AND POLICY MAKERS

1. Robust Primary & Secondary Education in S.T.E.A.M.
2. Develop Targeted Policies and Practices Around Ongoing Education and Training for Vulnerable Workers
3. Invest in Assessment Tools for Existing Programs and Centralize Program Information Online
4. Engage Local Stakeholders for Long Term Strategic Planning

To read the full report, go to:
https://www.ourmayors.org/Resources/Future-of-Work-Initiative
"Cities Struggle to Prepare African Americans, Latinos for the Future Workforce: A new study details how different cities are educating and training their populations most impacted by job automation."

*U.S. News & World Report*


*Chicago Defender | Yahoo Finance*

"Automation will especially affect Latino and African-American worker"

*Political Hispanic Op-Ed by Partner Mayors (In Progress)*

Mayor Steve Benjamin (Columbia, SC) on the impact automation will have on the future workforce during AAMA Future of Work in Cities Tour kick off event in Columbia, SC.

**MEDIA REACH**

Traditional Media Hits: 10,090,000

Social Media Impressions: 170,918
FUTURE OF WORK TIMELINE MILESTONES

March 2018
AAMA receives a generous grant from Google.org to conduct a needs assessment

July 2018
AAMA submits preliminary findings and first draft to Google.org

November 2018
Researcher, Dr. Zoelene Hill, presents AAMA research at the Google Headquarters in Washington, D.C.

January 2019
AAMA researchers complete the final draft of the research

February 2019
AAMA submits completed research through the Tides Foundation.

April 2019
AAMA hosts Future of Work in Cities panel during AAMA 2019 Annual Conference in Houston, TX

July 2019
AAMA kicks off Future of Work in Cities Tour in Columbia, SC

August 2019
"The Future of Work: The Effect of Job Automation on African-American and Latino Workers in Three Cities" white paper is launched

September 2019
AAMA hosts Future of Work in Cities forum at Harvard Law School in Cambridge, MA

AAMA socializes Future of Work Research on the Hill

October 2019
AAMA Future of Work in Cities panel during AAMA 2019 "Tech in the City" Annual Leadership Summit in Augusta, GA
"As mayors, we must look at how we can work to make sure that we are preparing our citizens to be able to adjust [to the future of work] accordingly, recognizing that many of the jobs that people will have in 20 years have not been created yet."

- Mayor Steve Benjamin (Columbia, SC)
"The study shows that we have a unique opportunity in our primary and secondary education institutions to refocus around more than just traditional arithmetic, reading and writing, but to also begin partnering with our industries to talk about what they need from a workforce perspective. By doing that we can change how and what we’re teaching early on in order to give individuals access to career paths that historically would not be available to them."

- Mayor Hardie Davis, Jr. (Augusta, GA)
FUTURE OF WORK IN CITIES TOUR
HARVARD LAW SCHOOL
CAMBRIDGE, MA
SEPTEMBER 2019
SPONSORED BY AARP

Mike Muse
Host, The Mike Muse Show

Mayor Hardie Davis Jr.
Augusta, GA
2019-2020 AAMA President

Mayor Karen Freeman-Wilson
Gary, IN

Dr. Patrick Mason
AAMA Economic Researcher

Dr. David Harris
Managing Director, Charles Hamilton Houston Institute for Race and Justice at Harvard Law School

Cindia Velasco
Deputy Director of Constituency Services, Higher Education, NALEO

Sandra Harris
President, Massachusetts State Office, AARP

"The future of work is now. We must start looking at our education policies and equip our educators with the tools to teach our students computer science courses. We need more stem educators and to develop a robust computer science curriculum."
- Cindia Velasco, NALEO

"We are so excited to be included in the study, because we have seen this movie before in Gary... Our recognition of automation and the future of work has given rise to our emphasis on entrepreneurship."
- Mayor Karen Freeman-Wilson (Gary, IN)
"As we think about the future of work and the impact it will have, we must be sure to include senior workers in our strategy."

- Mayor Hardie Davis, Jr.
  (Augusta, GA)
Next Steps

- Conduct additional **roundtables with stakeholders** to further discuss recommendations;

- Facilitate the creation of future of work **strategic plans** in partner cities and additional target cities;

- Create **original content for social media and video platforms** such as Instagram, Twitter, YouTube, etc. to tell stories on how cities and individuals are preparing for automation;

- Continue to **discuss our work with Members of Congress and strategic partners**; and

- **Advocate for funding** and creation of local and national workforce development databases and program assessment tools.
SPECIAL THANKS TO OUR PARTNER CITIES

MAYOR KAREN FREEMAN WILSON
GARY, IN

MAYOR STEVE BENJAMIN
COLUMBIA, SC

MAYOR ROBERT GARCIA
LONG BEACH, CALIFORNIA
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