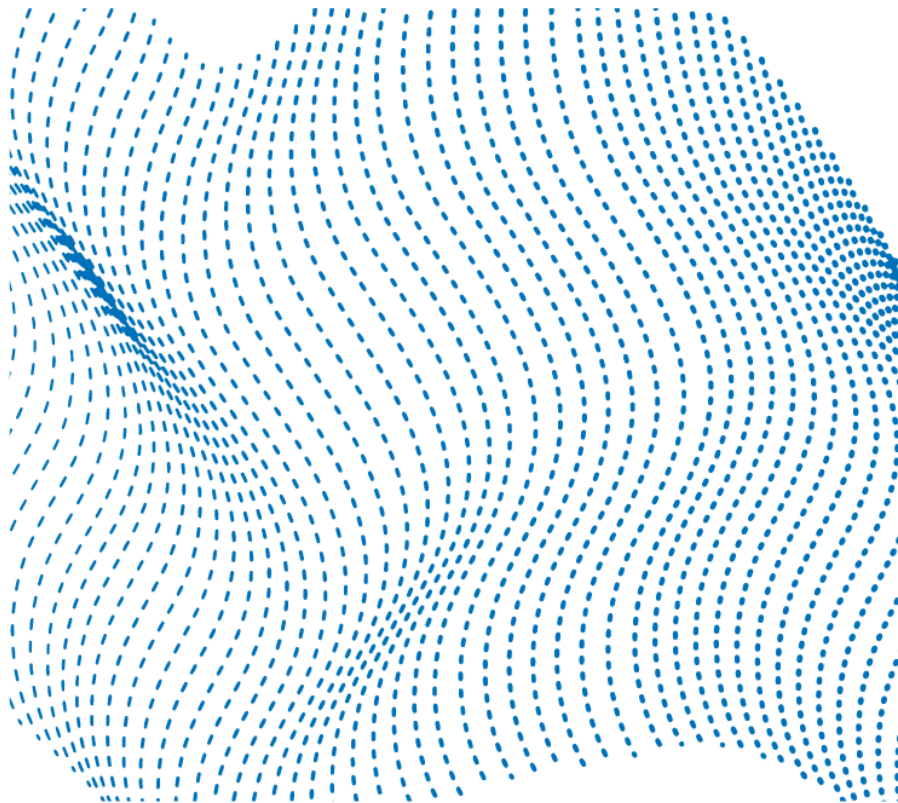


2024

SILICON VALLEY PAIN INDEX

5 Years In – Inequality Worsens, Part of Structure

*Beloved Community NOT to be Attained
Without Significant Change*



2024 SILICON VALLEY PAIN INDEX

5 Years In – Inequality Worsens, Part of Structure Beloved Community NOT to be Attained Without Significant Change

Author Contacts

Anji Buckner-Capone, Ed.D. (co-Principal Investigator)
Assistant Professor, Public Health and Recreation Department, San José State University
Human Rights Institute (HRI) Working Group Member
anjibuckner@sjsu.edu

Scott Myers-Lipton, Ph.D. (co-Principal Investigator)
Professor Emeritus, Sociology, San José State University
Human Rights Institute Working Group Member
smlipton@sjsu.edu

Student Project Team: Eleana Paneda, Gisselle Escobar Quiroz, Jaylin Flores, and
Vaishnavi Sunkari.

2024 SVPI Infographic: Eleana Paneda

SJSU HRI Website: <http://www.sjsu.edu/hri>

Introduction

The purpose of the Silicon Valley Pain Index (SVPI) report is to:

- (1) Provide an efficient, easily digestible, statistical overview of structured inequalities to inform policy and practice in “Silicon Valley.”¹
- (2) Serve to measure Santa Clara County’s performance as a “human rights county,” which it declared in 2018 in accordance with the International Bill of Human Rights and in accordance with the Convention on the Elimination of All Forms of Discrimination Against Women [CEDAW] in 2023.

¹ Generally speaking, “Silicon Valley” refers to Santa Clara and San Mateo Counties throughout the 2024 SVPI. However, for the statistics cited from our colleague’s report at Silicon Valley Joint Ventures, including those on wealth concentration, “Silicon Valley” is expanded eastward to include the cities of Fremont, Newark, and Union City (all in Alameda County), and southward to include Scotts Valley (Santa Cruz County). Data referring to specific counties or cities within the region of Silicon Valley will be described as such. Every effort has been made to access the most recent research findings and ensure the accuracy of information in the 2024 SVPI. Any errors brought to the attention of the lead author or the SJSU Human Rights Institute will be researched, and if verified, will be corrected via the HRI website and HRI social media accounts.

(3) Spark collaborations between scholars, students, stakeholders, communities, and policymakers to address inequality and achieve greater human rights practice.

Originally inspired by Professor Bill Quigley's *Katrina Pain Index* following the devastating 2005 hurricane and later by 2020 national protests in the wake of the police murders of George Floyd and Breonna Taylor, the 2020, 2021, 2022, and 2023 SVPIs illustrated the persistent racial discrimination in employment, education, and housing as well as the general wealth and income inequality that were exacerbated by the COVID-19 pandemic and continue to define our region.

The 5th Annual 2024 Silicon Valley Pain Index features new data that highlights the region's persistent inequalities, while at the same time showing that the following areas have worsened: **wealth and income inequality, housing and homelessness, food insecurity, chronically absent students, fentanyl deaths, gender wage and tech unemployment gaps, rape, and number of cases of domestic violence per prosecutor.** Below are some of the statistics from the full SVPI report that highlight these areas that have worsened:

- 0 Number of **affordable housing units** that the City of San José is proposing to have built at the El Paseo Mixed-Use Village, which is in a “high-resourced community”.
- .001 Percent of Silicon Valley households (9 households each with \$12 billion+) that hold \$110 billion in total liquid **wealth**, which is 12 times more than the wealth than that of the bottom 50% of the region, combined; up from 6x from previous year as a result of additional data on billionaires.
- 19.3 Percent of **chronically absent** students in Santa Clara County in the 2022-2023 school year, up from 19% in previous year, and 7.3% in 2020-2021.
- 46 Percent of the women **laid off in the tech sector** from January 2023 to April 2024, even though they make up 42% of overall tech employees.
- 50 Number of reported **rapes** per 100,000 people in Silicon Valley, with the rate tripling in the past decade and a 12% increase in 2022 (0% change in state).
- 82 Coefficient score of Silicon Valley on the Absolute Gini Index of **Income Inequality** (0 reflects perfect equality while 100 represents total inequality), up from 80 the previous year and from 38 in 1990.

- 205 Number of overdose deaths by **fantanyl** in Santa Clara County in 2023, up from 160 in 2022, 135 in 2021, 90 in 2020, and 29 in 2019.
- 2,230 Number of **homeless** people identified in Santa Mateo County’s Point-In-Time (PIT) survey in January, 2024, an 18% increase from 2022, and a 70% increase since 2017; 4,297 new homeless households in Santa Clara County in 2023, up 24% from the previous year; 1,146 homeless K-8 and high school students in Alum Rock and East Side Union School Districts, up almost 3-fold since 2020.
- 6,668 Number of **domestic violence** cases in 2022 referred to the Santa Clara County’s District Attorney’s Office for possible prosecution, an increase from 4,286 cases in 2015, up 70% in past decade.
- 237,787 Amount in dollars for full-time male workers with a graduate degree, in comparison to \$172,546 for women with the same degree; the **gender wage gap** of \$65,361 is up \$17,747 since 2018.
- 500,000 Number of clients that Second Harvest of Silicon Valley provides groceries for each month, up 40,000 clients from the previous year's index; in the fiscal year of 2022-23, Second Harvest served more than 104 million meals.
- 2 million Amount in dollars of a median price for a single-family **home** in Santa Clara County in April, 2024, up from \$1.81 million (11.1% increase) in April 2023.

There were a few bright spots in the report dealing with a reduction of force complaints lodged against the San José Police Department, a reduction in suicide, an increase in the number of homeless people placed into temporary housing, the successful building of affordable housing units in Santa Clara County from Measure A, and the number of patents San José produces.

- 36 Number of **force complaints** lodged against the San José Police Department (out of 320 total complaints), which is down from 44 in 2022; at the same time, the San Jose Police Department is ranked #1 among Bay Area law enforcement agencies for their K-9 unit dog biting someone (167 bites) between 2018-2022, with 115 bites directed at Latinx and African Americans.
- 138 Number of people in Santa Clara County who died by **suicide** in 2023, which was a decrease from 181 in 2022.

- 716 Number of **affordable homes** approved by the Santa Clara County Board of Supervisors in December 2023; Measure A funding (2016 ballot measure) has mostly been exhausted, with a total of 4,749 affordable homes built, just 51 units shy of the County’s stated goal.
- 1,521 Number of referrals to TRUST (Trusted Response Urgent Support Team) in the first 10-month trial in Santa Clara County, which connected people to **trained mental health** providers prepared to support de-escalation.
- 1,882 The cost in dollars in emergency financial assistance to at-risk families in Santa Clara County, which has shown to reduce **homelessness** by 81% within 6 months and 73% within 12 months.
- 2,509 Number of households that Santa Clara County placed into **temporary housing** and shelter, which was a record high; however, with 4,297 households becoming homeless, this means that for every 1 household housed, another 1.7 became homeless.
- 9,798 Number of **patents** that were generated in the San José metro area, making it the most innovative metro area in the nation.

The SJSU Human Rights Institute would like to thank the Silicon Valley Community Foundation (SVCF) and the Heising-Simons Foundation for providing funds to support the 2024 Silicon Valley Pain Index, which supported the work of Dr. Anji Buckner-Capone from the SJSU Department of Public Health and Recreation and Dr. Scott Myers-Lipton, Professor Emeritus, Sociology, as well as SJSU undergraduate students Eleana Paneda, Gisselle Escobar Quiroz, Jaylin Flores, and Vaishnavi Sunkari.

Organizations or public agencies in other cities, counties and/or states interested in developing a Pain Index for their region should please contact the SVPI co-principal investigators or the SJSU Human Rights Institute for information and potential support.

Solutions Inspired by the SVPI

By consistently exposing structured inequalities as a human rights crisis, the hope of the [SJSU Human Rights Institute](#) is that City Council members, County Supervisors, State Legislators, members of Congress, scholars, journalists, stakeholders, and community organizations will use the 2024 SVPI to inform future policy and practice. The SVPI principal investigators and SJSU HRI welcome and invite such policy proposals.

It is the belief of the SVPI co-principal investigators and the SJSU Human Rights Institute that unless significant change occurs, Dr. King’s Beloved Community will not be attained. For King, the Beloved Community is where there is enough sharing of the wealth so that “peoples everywhere can have three meals a day for their bodies, education and culture of their minds, and dignity, equality, and freedom for their spirits.”²

Since the publishing of the first Silicon Valley Pain Index in 2020, several policies have been put forward as a direct response to the annual report:

- *Senator Dave Cortese introduced Senate Bill (SB) 333: Success, Opportunity, & Academic Resilience (SOAR) Act, which would provide 15,000 high school seniors who have been defined as recently homeless (i.e., McKinney-Vinto) a guaranteed income of \$1,000 a month for six months. SB 333 passed the CA Senate on a 34-4 vote in May 2023, and passed 6-0 out of the Assembly Education Committee with bipartisan support in June 2024, and is now headed to the Assembly Appropriations Committee.*
- *Supervisor Susan Ellenberg introduced a Guaranteed Basic Income Pilot Project in Santa Clara County for 75 high school seniors and recent graduates identified as McKinney-Vento students or recently homeless. The pilot project, which is run by the Office of the County Executive, provides a guaranteed income of \$1,200 a month for twenty-four months beginning in the summer of 2024. Senator Dave Cortese secured funding for this pilot through a California grant.*
- *Congressmember Ro Khanna secured \$4.1 million for the Silicon Valley African American Cultural Center, which will provide 135 rental homes, 20% of which will be affordable, and an on-site health clinic, museum, performing arts theater, and athletic facility.*

² King, Martin Luther. “Text of Dr. King’s Speech.” *New York Times*, 11 Dec. 1964, <https://www.nytimes.com/1964/12/11/archives/text-of-dr-kings-speech.html>, accessed 9 June, 2024.

Clearly, more fundamental changes are needed. There will be little change in Silicon Valley unless the tech industry lives up to the calls that started in the 1990s and continued in the 2010s to hire more African Americans, other people of color, and women, at all levels (e.g., C-Suite, Board of Directors, middle-managers). In addition, much higher levels of venture capital funding for these groups needs to occur to start new tech businesses. Finally, unless something major is done to reduce the cost of housing for the majority of our community, King’s Beloved Community will be a distant dream.

How to Read the 2024 Silicon Valley Pain Index

The 2024 Silicon Valley Pain Index is composed of 190 statistics from over 100 different studies and recent reports conducted on Silicon Valley, primarily published in the year since the release of the fourth report in June 2023. The 2024 statistics are laid out from the number 0 to 1.73 trillion and are designed to be read from start to finish. There is a power in reading it this way, as the inequality is dramatized as the numbers increase.

Readers should take note of how African American, Latinx, Indigenous, and various Asian American communities continue to receive considerably less of the economic, political, education, social and health-related rewards of Silicon Valley. In the 2024 SVPI, the racial inequalities noted in the 2020-2023 SVPI reports persist, and, in many cases, have worsened. To view the sources of the 2024 SVPI statistics, please see the endnotes.

As stated in the 2023 SVPI report, Dr. Martin Luther King used the concept of a “curious formula” to explain racism, which dates back to the “3/5ths compromise” in the US Constitution. According to King, the curious formula is the idea that Blacks receive about one-half of the good things in life and two times the bad when compared to Whites. The 2024 SVPI shows that a similar “curious formula” still exists today in Silicon Valley, whether it be in home ownership, infant mortality, poverty rates, income, and much more. In Silicon Valley, other people of color, particularly Latinx and Native Americans, and some Asian American groups (e.g., Vietnamese and Filipino Americans) also find themselves part of this curious formula, though with different historical roots relative to the history of white supremacist ideology and the imperial conquest of the American West.

Infographics

Selected highlights of the 2024 SVPI are displayed in the infographic below, with the full index beginning on the following page. In addition, there are other infographic at the conclusion of the full report focusing on Wealth, Race, Tech, Housing, Public Health, and Education.

INFOGRAPHIC:

KEY HIGHLIGHTS	
2024 SILICON VALLEY PAIN INDEX	
<i>5 Years In - Inequality Worsens, Part of Structure Beloved Community NOT to be Attained without Significant Change</i>	
0	Number of affordable housing units that the City of San José has agreed to have built at the El Paseo Mixed-Use Village, which is in a “high-resourced community”.
.001	Percent of Silicon Valley households (9 households each with \$10 billion+) that hold \$110 billion in total liquid wealth, which is 12x more than bottom 50% of region.
1	Ranking of Santa Clara County in the nation for unsheltered homeless (9,903); also ranked #1 in percent of unsheltered, unaccompanied homeless youth (764).
4	Percent of Latinx technical workers in the core working age group (25-44) in the tech industry, in comparison to 1% African American, 21% White, and 71% Asian.
17	Percent of Latinx students that meet the 8th grade math standard in SC County, compared to 20% Black 21% Pacific Islander, 67% White, and 80% Asian students.
25	Percent of nonprofit board members that are people of color in San José metro area, even though 73% of population.
37	Percent of Silicon Valley households with children who are not self-sufficient (i.e., cannot provide the basics without government or non-profit assistance).
82	Coefficient score of Silicon Valley on Absolute Gini Index of Income Inequality (0 = all is equally shared and 100 = 1 person owns all); up from 80 in 2022 and 38 in 1990.
167	Number of times a San Jose Police Department K-9 unit dog bit someone from 2018-2022, ranking #1 among Bay Area law enforcement agencies, with 115 bites directed at Latinx and African Americans.
1,146	Number of homeless K-8 and high school students in Alum Rock and East Side Union School Districts, up almost 3x since 2020.
500,000	Number of clients that Second Harvest of Silicon Valley provides groceries for each month, up 40,000 from previous year.
1,700,000,000,000	Amount in dollars of total wealth in Silicon Valley (\$1.7 trillion); if divided equally, every resident would receive \$2 million; today, 224,000 households have less than \$5,000.

Full report available: www.sjsu.edu/hri

X: @SJSUHumanRights

2024 SILICON VALLEY PAIN INDEX

***5 Years In– Inequality Worsens, Part of Structure
Beloved Community NOT to be Attained Without Significant Change***

- 0 Number of affordable housing units that the City of San José is proposing to have built at the El Paseo Mixed-Use Village, which is in a “high-resourced community”, even though when City Council approved the project, it was to have 15% of the of 994 residential units dedicated to affordable housing.¹
- .001 Percent of Silicon Valley households (9 households each with \$10 billion+) that hold \$110 billion in total liquid wealth (i.e., cash, CDs, and retirement accounts, with stocks not included for billionaires), which is 12 times more than that of the bottom 50% of the region or about 440,000 households, combined (holding \$9.2 billion of total wealth).²
- .01 Percent of Silicon Valley households (about 60 households each with \$1 billion+) that hold \$162 billion of the total liquid wealth, which is 18 times more wealth than that of the bottom 50%.³
- .1 Percent of households (about 960 households each with \$30 million+) that hold \$202 billion in wealth, which is 22 times more wealth than that of the bottom 50%.⁴
- .6 Percent of San Mateo County residents 200% below the federal poverty level who reported engaging in healthy behaviors that reduce the risk for cancer and cardiovascular disease.⁵
- 1 Percent (rest of) of Silicon Valley households (about 9,000) that hold \$598 billion in total wealth, which is 65 times more wealth than that of the bottom 50%.⁶
- 1 Ranking of Santa Clara County in the nation of the unsheltered homeless in the nation looking at the major Continuum of Care programs (9,903 people, 74% unsheltered); also ranked #1 in the percent of unsheltered, unaccompanied homeless youth (764 youth, 86% unsheltered).⁷
- 2 Ranking of Santa Clara County for highest home prices in the nation, with 16 zip codes among the top 100 most expensive in the USA.⁸
- 2.9 Percent of African Americans living in San José (28,120), down from 4.7% in 1990 (36,790).⁹
- 3 Ranking in tuberculosis rates of Santa Clara County among CA jurisdictions.¹⁰

- 3.6 Percent of San Mateo County residents in 2022 who had to live on the streets, in a car, or in a shelter in the past two years, an increase from 2.9% in 2018, 1.4% in 2013, and 1.1% in 2008.¹¹
- 4 Percent unemployment in Silicon Valley as of February 2024, up from 2.1% in May of 2023; in 2022, White and Asian unemployment is 4%, while for Latinx and Black, it is 5% and 7%, respectively.¹²
- 4.8 Number of square miles in San José that is zoned for multi-family housing (e.g., duplex, townhome, or apartment complex); multi-family housing is legal in just 2.7% of the city, which is 180.7 square miles.¹³
- 4.9 Number of days LGBTQ+ residents in Santa Clara County reported feeling sad, blue, or depressed in the preceding month.¹⁴
- 5 Number of court cases dismissed by the Santa Clara County District Attorney after discovering that Mark McNamara, a former San Jose police officer, had written racist texts tainting the credibility of the charges and convictions.¹⁵
- 6 Percent of White people in Silicon Valley who are poor (using federal poverty guidelines) compared to 17% for African American, 10% for Latinx and Vietnamese, 5% for Korean and Chinese, 4% for Taiwanese, and 3% for Asian Indian.¹⁶
- 7 Percent of Asian women working in the tech industry, with 3% African American women, and 2% Latina.¹⁷
- 7.9 Number of infant deaths for African Americans per 1,000 live births in Silicon Valley; 3% for Latinx, 2.2% for White, 2.1 for Asian infants.¹⁸
- 9 Percent of Latinx households that can afford to buy a median priced home in Silicon Valley; 7% African American, 18% White, and 27% Asian.¹⁹
- 10 Percent of the workforce in the 20 largest tech companies who are Latinx; 6% African American.²⁰
- 11 Number of deaths of White women in Silicon Valley related to pregnancy, childhood, and the postpartum period per 100,000; 58 deaths for Blacks, 14 deaths for Latinx and Asian or Pacific Islander.²¹

- 11.3 Percent decrease in Medi-Cal enrollment in Santa Clara County from July 2023 to February 2024.²²
- 11.8 Percent of Santa Clara County people living in poverty (216,400), with 12.5% children in poverty, using the California Poverty Measure (CPM), which accounts for the welfare benefits and the cost of living; 13% for San Mateo County (94,700) with 15.7% children in poverty.²³
- 12 Percent of Venture Capital funding for female-founded tech startups; 88% for men.²⁴
- 13 Percent of Filipino residents in Silicon Valley living 2x below the federal poverty level, in comparison to 25% for Vietnamese and 5% for Asian Indians.²⁵
- 16 Percent of people out of 8,041 who moved out of all shelter types in San José, including county-operated group shelters, and moved to lasting homes from July 2019 to March 2021.²⁶
- 16.1 Percent dropout rate of Native American high school students in Silicon Valley in 2023; 15% Latinx, 10% Black, 6% Pacific Islander, 3% White, 3% Filipino, and 2% Asian students; 25% were homeless and 23% were foster youth.²⁷
- 16.6 Percent of households in Silicon Valley that receive food from Second Harvest Food Bank every month, with 50% being children and seniors.²⁸
- 17 Percent of Latinx living in overcrowded rooms versus 3% for non-Latinx.²⁹
- 18 Percent of vacant commercial space in Silicon Valley, which is up 50% from pre-pandemic levels.³⁰
- 18.55 Dollar amount of Mountain View's minimum wage, compared to \$17.55 in San José, and \$16 in Saratoga and Los Gatos.³¹
- 18.9 Percent of American Indian or Alaska Native students in Santa Clara County who dropped out in 2022-2023 school year, up from 16.9% 2021-22 and 9.6% in 2020-2021; in 2022-2023, the dropout rate was 16.3% Latinx, 10.5% Black, 5.5% Native Hawaiian or Pacific Islander, 3.3 White, 3% 2+ races, and 1.3% Asian.³²
- 19.3 Percent of chronically absent students in Santa Clara County in the 2022-2023 school year, up from 19% in previous year, and 7.3% in 2020-2021.³³

- 19.5 Percent reduction of homes listed in San José in 2022 than the previous year; this was the highest drop in housing supply in the nation.³⁴
- 19.6 Percent of Silicon Valley buildings vacant in December of 2023, up 2% from the previous year.³⁵
- 19.8 Poverty rate for children in La Honda-Pescadero Unified School District in San Mateo County, compared to Menlo Park City Elementary, with a child poverty rate of 1%.³⁶
- 21 Percent increase in death rates when a trauma center closes and there's an increase in driving distance.³⁷
- 22 Ranking of San José among U.S. cities with the largest increase in food prices, up 25% since 2021.³⁸
- 22.8 Percent of adults (25-to-34 year-old) that are homeowners in the San José metro area³, ranking the region fourth lowest in the nation for homeownership.³⁹
- 23% Percent of women in C-Suite positions in the tech industry.⁴⁰
- 24 Percent of San Jose metro area Millennials (27 to 42) that live at home with their parents, while 74% of Gen Z lives at home (18 to 26).⁴¹
- 25 Percent of nonprofit board members that are people of color in the San José metro area, even though people of color make up 73% of the population.⁴²
- 25.4 Percent of older LGBTQ+ adults in Santa Clara County who were “not out” to healthcare providers and 24.3% did not feel safe around providers.⁴³
- 26.7 Percent of 3rd graders who did not meet or exceed standing testing/reading expectations in San Mateo County in 2022, which is the highest since 2015.⁴⁴
- 27 Percent of women in professional computing occupations, but 57% of the US workforce.⁴⁵
- 28 Percent of Silicon Valley households who were unable to meet their basic needs without public assistance; household self-sufficiency would be reduced by about 4% if households were given \$1,000 guaranteed income.⁴⁶

³ San José metro area is composed of San José, Sunnyvale, and Santa Clara.

- 28.6 Percent increase in PG&E’s profit in Q1 of 2024 (\$732 million), up from \$569 million in the same quarter last year. Average monthly bill for a PG&E customer in 2024 was \$295, up 22.3%, making electricity costs 2nd highest in the nation. In May 2024, PG&E added another \$24.15 for Spring 2026.⁴⁷
- 29 Percent of total wealth in Silicon Valley that is controlled by the middle 40% of the population, compared to Western European countries where 40% of the total wealth is controlled by the middle 40%.⁴⁸
- 30 Percent tuition increase for SJSU students over the next five years (6% a year), with tuition increasing from \$5,742 in AY 2023-24 to \$7,682 in AY 2028-29 in order to cover a \$1.5 billion funding gap.⁴⁹
- 31 Percent of Silicon Valley teenagers experiencing anxiety and/or depression for four or more days per week; San Mateo County is the first in the nation to first declare loneliness as a health emergency.⁵⁰
- 33 Percent of Latinx high school graduates in Silicon Valley who meet the UC/CSU requirements for admission; 40% for Pacific Islanders, 42% for African Americans, 48% for Native Americans, 65% for Filipinos, 73% for Whites, and 85% for Asians.⁵¹
- 35 Percent of all incoming first-year SJSU students entering in the Fall of 2019 and graduating within four years, up from 11% in 2014. For the 181 African Americans, 23% graduated; for the 1,265 Latinx students, 29%; for the 444 White students, 39%, and for the 1,547 Asian students, 42%.⁵²
- 36 Number of force complaints lodged against the San José Police Department (out of 320 total complaints), which is down from 44 in 2022 and 54 in 2021.⁵³
- 37 Percent of Silicon Valley households with children who are not self-sufficient (i.e., cannot provide the basics without government or non-profit assistance).⁵⁴
- 38 Percent of Silicon Valley residents experiencing anxiety or depression more than 4 days of the week.⁵⁵
- 38.1 Percent of LGBTQ+ older adults in Santa Clara County who seriously thought about suicide or self-harm in the past 12 months.⁵⁶

- 39.9 Percent of workers who have returned to the office in the San José metro area as of April of 2024, ranking the region in the bottom 10 metro areas in the nation to return to their offices.⁵⁷
- 40 Number of SJSU students who utilized San Jose State’s 12-emergency bed program in AY 22-23, with the average stay being 15 nights; African American students are highly overrepresented (4x).⁵⁸
- 41 Percent of Silicon Valley renters that are burdened (i.e., spend more than 30% of their gross income on housing, with 22% severely burdened (i.e., spend more than 50% of their gross income on housing)).⁵⁹
- 41 Percent of cities and counties that were in compliance with California’s Housing Element as of February, 2024.⁶⁰
- 42 Percent of children in Silicon Valley at risk for food insecurity.⁶¹
- 44 Percent of chronically absent San Mateo County students who are Pacific Islander.⁶²
- 44.7 Percent of residents in San Mateo County who are considering relocating due to the cost of living; the group with the highest level is Native Hawaiian/Pacific Islanders (67.4%), and the group with the lowest level are residents who are 65 and older (22.5%)⁶³
- 46 Percent of the women laid off in the tech sector from January 2023 to April 2024 were women, even though they make up 42% of overall tech employees.⁶⁴
- 48.9 Percent of eligible voters in San Mateo County who voted in the 2022 General Election, which was higher than the state (41.5%) but lower than in 2016 (64.2%), 2018 (57.2%), and 2020 (69.7%). East Palo Alto had the lowest voter turnout (35.6%), and Portola Valley had the highest (75.9%).⁶⁵
- 50 Number of reported rapes per 100,000 people in Silicon Valley, with the rate tripling in the past decade and a 12% increase in 2022 (0% change in state).⁶⁶
- 50.5 Average age of Saratoga residents, which is 12 years older than the national average; in Santa Clara County, seniors will outnumber children (18 and under) in 2030.⁶⁷
- 52 Number of women in the tech industry that get promoted for every 100 men that get promoted.⁶⁸

- 54.2 Diversity score received by Santa Clara County for contract spending to diverse business enterprises (i.e., minority-, women-, LGBT-, and disabled veteran-owned businesses), which means that these groups are receiving about one-half of the amount of contract dollars spent by the County in comparison to their overall population.⁶⁹
- 56 Number of days African American students lost due to out of school suspension per 100 enrolled students at Morgan Hill Unified School District in Santa Clara, ranking it the 20th highest school district in California to suspend Black students. White students at Morgan Hill lost 6 days due to suspension per 100 enrolled students.⁷⁰
- 57 Percent of Silicon Valley residents who report that they are likely to move out of the region in the next few years.⁷¹
- 58 Percent of Whites in leadership roles in 20 of the largest tech companies (31% of civilian workforce), with African Americans and Latinx in 7% and 8% of tech leadership roles, respectively.⁷²
- 59 Amount in dollars per hour (\$122,560 per year) that a renter must earn in San José to afford the monthly rent of a 2-bedroom apartment.⁷³
- 60 Percent of Second Harvest Food Bank clients report they have less than \$100 of savings, with more than 60% worried that they cannot pay their rent or mortgage next month, and more than 90% feel that their financial situation is the same or worse than last year.⁷⁴
- 61 Percent of Silicon Valley judges who are White, which is double their population of 31%; 6% of the judges are African American, 9% are Latinx, and 15% are Asian American.⁷⁵
- 62 Percent of Pacific Islander mothers who received early and regular prenatal care; 64%--Latina, 72%--Native American, 75%--Black, 79%--White, and 80%--Asian.⁷⁶
- 63 Percent of all incoming first-year SJSU students entering in Fall 2017, and graduating within six years, with CSU system-wide goal being 70%. For the 191 African Americans, 45% graduate; for the 1,497 Latinx students, 55%; for the 555 White students, 62%, and for the 1,626 Asian students, 75% graduate.⁷⁷
- 65 Percent of family households in Silicon Valley headed by single mothers who are below the Self-Sufficiency standards.⁷⁸

- 69 Percent of White students in Santa Clara County that meets or exceeds the 3rd grade English standard; 79% Asian, 41% Pacific Islander, 38% African American, and 29% Latinx students.⁷⁹
- 70 Number of affordable households (i.e., 120% of the median income and below) per 10,000 residents that Morgan Hill builds versus San José, which builds 20 per 10,000 residents.⁸⁰
- 71 Percent of technical workers in the core working age group (25-44) in the tech industry who are Asian American; 1% Black, 4% Latinx, and 21% White.⁸¹
- 74 Percent of Silicon Valley’s homeless population that is unsheltered.⁸²
- 75 Number of San José labor violations in the past year, a record high; in the past five years, companies have been fined \$1 million by the city for labor violations.⁸³
- 76 Percent of Native American students that graduate from high school in Silicon Valley, versus Latinx (78%), Black (86%), White and Filipino (93%), and Asian American (96%).⁸⁴
- 77 Percent of new SJSU undergraduate transfer students entering in Fall 2019, and graduating within four years, with CSU system-wide goal being 85%. Of the 133 African Americans, 66% graduate; of the 1,298 Latinx students, 74%; of the 745 White students, 78%, and of the 1,346 Asian students, 82% graduate.⁸⁵
- 78 Percent increase in breakfast and lunch programs served at Silicon Valley schools in 2022-23 than before the pandemic.⁸⁶
- 79 Percent of Bay Area residents who report they never visit downtown San José; however, downtown visits to San José jumped 28.6% by October 2023, ranking it 8th in the nation for people visiting a downtown city.⁸⁷
- 80 Percent of Asian students in Santa Clara County that meet or exceed the 8th grade math standard; 67% White, 21% Pacific Islander, 20% African American and 17% Latinx students.⁸⁸
- 80 Number of times a Santa Clara County Sheriff’s Department K-9 unit dog bit someone, which ranks #3 among Bay Area law enforcement agencies from 2018-2022.⁸⁹
- 81 Number in dollars needed in an hourly wage for a single parent with two children to meet self-sufficiency in Silicon Valley.⁹⁰

- 82 Coefficient score of Silicon Valley on the Absolute Gini Index of Income Inequality (0 = all is equally shared and 100 = 1 person owns all); up from 80 in 2022 and 38 in 1990.⁹¹
- 82.6 Percent of Asian students who met or exceeded the benchmark for standardized testing in English Language Arts in San Mateo County, compared to 33% of Latinx; 34.3% Pacific Islander, 34.4% Black, 55.3% American Indian/Alaska Native, 62.9% Filipino, 76.6% multiracial, and 74.7% White who met or exceeded benchmark.⁹²
- 83 Percent of tech executives that are White.⁹³
- 84 Number of billionaires in Silicon Valley and San Francisco Bay Area, which ranks it third in the world for billionaires behind New York City (136) and Hong Kong (112).⁹⁴
- 90 Percent of Santa Clara County without a tree canopy.⁹⁵
- 91 Percent of Latinx residents in Santa Clara County who have not received the latest COVID-19 vaccine, in comparison to 89% African American, 81% Asian American, and 78% White.⁹⁶
- 96 Percent of Asian American students that graduate from high school in Silicon Valley, in comparison to 93% White and Filipino, 86% Black, 78% Latinx and 76% American Indian.⁹⁷
- 138 Number of people in Santa Clara County who died by suicide in 2023, which was a decrease from the previous three years: 166 in 2020, 154 in 2021, and 181 in 2022.⁹⁸
- 167 Number of times a San Jose Police Department K-9 unit dog bit someone from 2018-2022, which ranks #1 among Bay Area law enforcement agencies, with 92 bites directed at Latinx, 33 for Whites, 23 for African Americans, and 19 for Asian Americans.⁹⁹
- 175 Amount in dollars per hour that homebuyers must earn to buy a median-priced single-family home in San José (\$365,492 a year).¹⁰⁰
- 184 Number of cases of domestic violence per prosecutor in Santa Clara County's District Attorney's office in 2023, up from 74 cases per prosecutor in 2019, up 142%.¹⁰¹
- 185 Number of school staff who have completed the crisis response training across 17 districts in Santa Clara County, while an additional 2,069 staff and students have been trained in online mental health and suicide prevention, out of 32 districts with 11,666 teachers and 236,438 students.¹⁰²

- 205 Number of overdose deaths by fentanyl in Santa Clara County in 2023, up from 160 in 2022, 135 in 2021, 90 in 2020, and 29 in 2019.¹⁰³
- 208 Number of houseless people who died on the streets of Santa Clara County in 2023, with the average person who died on the streets being 50 years old, with the youngest being 20 and the oldest, 86. Overall deaths on the street for houseless people are down from 246 in 2022 and 250 in 2021, while in the past decade, deaths are up 61%.¹⁰⁴
- 211 Number of in-patient psychiatric care beds in Santa Clara County; 960 additional beds needed to effectively serve the Santa Clara County population.¹⁰⁵
- 246 Number of homeless K-8 students in the Alum Rock School District in May 2024, which is up from 179 in 2022-23 and 105 in 2021-22.¹⁰⁶
- 253 Number of homes that Portola Valley has committed to building as part of the Housing Element, which the state first certified, but now has decertified since the city has refused to rezone two zones to allow for townhouses and low-rise, mixed-use apartments. Portola Valley is 75% White with a median household income of \$250,000, and the average house is worth \$3.8 million.¹⁰⁷
- 290 Number of homes available for every 1,000 extremely low-income households (ELI) in the San José metro area (\$39,000 if single and \$49,000 if three in a household); since 2015, San José has achieved only 13% of its ELI housing goals.¹⁰⁸
- 320 Number of complaints lodged against San Jose Police officers in 2023, down from 358 in the previous year, with 24% of the complaints sustained, which means the complaint was found to be true by “a preponderance of the evidence” (highest rate in 6 years).¹⁰⁹
- 329 Number of evictions in Santa Clara County in September 2023. From the beginning of the year through August of 2023, the County had the largest increase in evictions in the State, with an eviction rate more than 35% higher than 2019.¹¹⁰
- 516 Amount in dollars of the weekly cost of infant child care in Silicon Valley.¹¹¹
- 547 Number of Black students at San José City College in 2022, which is down from 717 in 2019; Black full-time faculty decreased from 22 to 17, while Black adjunct faculty decreased from 66 to 54.¹¹²

- 716 Number of affordable homes approved by the Santa Clara County Board of Supervisors in December 2023; Measure A funding (2016 ballot measure) has mostly been exhausted, with a total of 4,749 affordable homes built, just 51 units shy of the County’s stated goal.¹¹³
- 800 Number of RVs parked on San José streets being used as housing; 200 RVs are parked on Mountain View streets.¹¹⁴
- 900 Number of homeless high school students in the East Side Union School District in December 2023, up from 300 in 2020.¹¹⁵
- 985 Number of homeless people identified in Santa Mateo County shelter in January, 2024, a 38% increase from 2022.¹¹⁶
- 1,050 Number of animals euthanized in San José (mostly cats and dogs) in 2022-23; the release rate in mid-2024 in San José was 78% for cats and 92% for dogs.¹¹⁷
- 1,276 Number of job vacancies for all schools in Santa Clara County in May 2024.¹¹⁸
- 1,521 Number of referrals to TRUST (Trusted Response Urgent Support Team) in the first 10-month trial in Santa Clara County, which connected people to trained mental health providers prepared to support de-escalation.¹¹⁹
- 1,882 Amount in dollars of emergency financial assistance given to at-risk families in Santa Clara County, which has been shown to reduce homelessness by 81% within 6 months and 73% within 12 months.¹²⁰
- 2013 Year that Santa Clara County Department of Public Health last conducted a health assessment for the LGBTQ+ population.¹²¹
- 2,130 Number of houseless people identified in Santa Mateo County’s Point-In-Time (PIT) survey in January, 2024, an 18% increase from 2022, and a 70% increase since 2017; more than one-half lived in places not meant for housing (outdoors, vehicles, etc.).¹²²
- 2,171 Number of juvenile arrests and citations in Santa Clara County in 2023, an increase from 1,967 in 2022 and 1,293 from 2021; the majority of arrests are in San José (57%), Latino (69%), African American (8.3) and male (75%).¹²³
- 2,300 Number of homeless individuals who live along the creeks and rivers in Santa Clara County, which is more than 20% of the overall houseless population.¹²⁴

- 2,708 Amount in dollars of the average rent in San José, with a 5.6% vacancy rate.¹²⁵
- 2,911 Amount in dollars of the average rent for a two-bedroom apartment in Silicon Valley.¹²⁶
- 3,068 Number of students in Santa Clara County experiencing homelessness in 2022. Despite making up 42% of the population, 82% of homeless students were Black, Latinx, or Native American.¹²⁷
- 3,178 Amount in dollars of the average rent in San Mateo; which is 4th highest in the nation; \$3,048 for Sunnyvale (8th highest); \$3,035–Redwood City (9th); \$3,014–Santa Clara (10th); \$2,952–Milpitas (13th); \$2,944–Mountain View(14th); \$2,867–San Bruno (20th), \$3,014–Daly City (21st); \$2,792–San José (25th).
- 3,504 Amount in dollars of the average monthly expenses for someone living in San José, which is 71% higher than the average city in the nation, making San José the most expensive city in the United States.¹²⁸
- 4,198 Number of patents that San José generated, ranking it first in the nation; this number of patents was 10.6% of the state share, and 3.1% of all patents generated in the nation.¹²⁹
- 4,297 Number of new homeless households in Santa Clara County in 2023, up 24% from the previous year; county providers placed 2,509 into temporary housing and shelter, which means that for every 1 household that becomes housed, another 1.7 becomes homeless.¹³⁰
- 5,115 Number of suspensions for violence without injury in all school districts in Santa Clara County in 2022-2023, 853 more than the previous year.¹³¹
- 5,200 Number of building permits for housing granted in Silicon Valley in 2023, which was a 52% drop from the previous year.¹³²
- 5,500 Number of evictions in Silicon Valley in 2023, which is a rate of 15 per day; this high level of evictions has not been seen for a decade.¹³³
- 5,800 Number of households in Silicon Valley with \$10 million+ of liquid assets, and they hold 38% of the total wealth.¹³⁴
- 6,427 Number of complaints by San José residents to the City’s 311 phone line in the first quarter of 2024 about illegal dumping; in addition, there were 5,666 calls complaining about graffiti, 769 calls about potholes, and 914 calls about homeless encampments.¹³⁵

- 6,668 Number of domestic violence cases in 2022 referred to the Santa Clara County’s District Attorney’s Office for possible prosecution, an increase from 6,266 cases in 2021 and 4,286 cases in 2015, up 70% in past decade.¹³⁶
- 7,775 Number of homes that San José is required to build each year until 2031 to meet its state mandated housing goal (62,000 total). Since 2019, the most homes that San José has built in one year was 1,710, with just 214 affordable (i.e., 120% below the area median income).¹³⁷
- 9,798 Number of patents that were generated in the San José metro area, making it the most innovative metro area in the nation.¹³⁸
- 11,391 Amount in dollars of the amount spent per high school student for the East Side Union School District, versus \$24,141 in Mountain View-Los Altos and \$18,805 for the Los Gatos-Saratoga Union School Districts.¹³⁹
- 12,000 Number of construction workers in Santa Clara County who have lost \$46 million to wage theft since 2001; since 2018, 59 unpaid-wage judgments have occurred in the county, with 23 judgments adding up to over \$1 million in San José.¹⁴⁰
- 16,097 Number of homes that Santa Clara County is required to build each year until 2031 to meet its state mandated housing goal (128,773 total), with 9,106 affordable homes being built each year (72,848 total). Since 2019, the most the County has built in one year was 5,329 in 2022, with 1,092 homes being affordable.¹⁴¹
- 18,800 Number of jobs lost in Silicon Valley’s largest 20 tech companies in 2023, or 7% of their workforce; at the same time, overall job growth in Silicon Valley leveled off after 2 years of growth, and overall employment is still 1% higher than 2019 (pre-pandemic).¹⁴²
- 19,575 Number of homeless people in Santa Clara County placed in temporary housing and shelter in 2023.¹⁴³
- 20,000 Number of people in Silicon Valley that are unbanked and presumed to have 0 or negative wealth.¹⁴⁴
- 26,830 Amount in dollars of the average cost in child care per year in Silicon Valley (\$516 a week); 5.1% of residents in Santa Clara County are age 5 and under, with 20.3% under 18.¹⁴⁵
- 28,235 Number of homeless people in Santa Clara County that received homeless prevention assistance in 2023, up 24% from the previous year.¹⁴⁶

- 32,000 Amount in dollars of the yearly daycare cost for a Silicon Valley preschooler; the cost of daycare has quadrupled in the past 20 years, rising twice as much as inflation and doubling in price.¹⁴⁷
- 36,000 Number of children between the ages of 5-9 that declined in population in Silicon Valley between 2012 and 2022, which led to a 10% drop in public school enrollment.¹⁴⁸
- \$36,089 Average per capita income in dollars for Latinx workers, versus African Americans (\$49,492), Asian Americans (\$81,617), and Whites (\$101,421); percent increase adjusted for inflation from 2017-22: up 33% for Asians, Latinx (27%), Whites (19%), and Blacks (17%).¹⁴⁹
- 50,000 Average amount in dollars of bail someone has to pay in Santa Clara County for their freedom when detained pretrial (i.e., they have not been convicted of a crime).¹⁵⁰
- 54,390 Amount in dollars for a family of four in Santa Clara County to be considered “extremely low income”, which is the 30% mark of the median income.¹⁵¹
- 56,843 Number of calls received by the crisis and suicide prevention line (988) in Santa Clara County.¹⁵²
- 57,924 Amount in dollars for full-time male workers with a high school diploma, in comparison to \$45,823 for women; the gender wage gap of \$12,101 is up \$2,667 from 2018.¹⁵³
- 75,000 Households making \$75,000 and below have a significant group (29%) who do not have broadband internet access; 7% Black households, 6% Latinx households, and 1% of Asians households do not have high-speed internet access.¹⁵⁴
- 84,000 Average income in dollars for Latinx workers with a Bachelor's Degree, in comparison to \$85,000 for African Americans, \$140,000 for Asian Americans and \$155,000 for White.¹⁵⁵
- 101,520 Amount in dollars for a single person in Santa Clara County to be considered “low income” (80% of the area median income) and qualifies for affordable housing; \$145,000 for a family of four.¹⁵⁶
- 114,000 Amount of daytime population that dropped in Santa Clara County in 2021 when compared to 2019 due to the pandemic.¹⁵⁷
- 115,599 Amount in dollars a family of three (couple and toddler) needs to earn to live comfortably in Santa Clara County, with two-thirds going towards housing, child care, and taxes.¹⁵⁸

- 129,400 Number of households in Santa Clara County that struggle to afford their basic needs.¹⁵⁹
- 140,000 Number of millionaire households in Silicon Valley with \$1 million+ of liquid assets holding 16% of the wealth, which has doubled since 2015; in San Francisco, millionaire households hold 12% of investable assets, 11% in California, and 9% in the USA.¹⁶⁰
- 161,335 Amount in dollars for full-time male workers with an undergraduate degree, in comparison to \$112,510 for women.¹⁶¹
- 163,000 Amount in dollars of the annual salary needed to meet the basic needs for a single parent with 2 children living in San Mateo County.¹⁶²
- 181,300 Amount in dollars for a median income for a family of four in Santa Clara County.¹⁶³
- 201,330 Amount in dollars for full-time male workers with a college degree or higher, in comparison to \$141,778 for women with the same degree.¹⁶⁴
- 224,000 Number of people in Silicon Valley that have less than \$5,000 total wealth.¹⁶⁵
- 237,787 Amount in dollars for full-time male workers with a graduate degree, in comparison to \$172,546 for women with the same degree; the gender wage gap of \$65,361 is up \$17,747 since 2018.¹⁶⁶
- 240,000 Number of tech workers laid off in 2023, up 50% from the previous year, with women being laid off at higher rates than men.¹⁶⁷
- 252,788 Average amount in dollars of a tech worker's total salary in Silicon Valley in 2023. This total salary is the highest in the nation for tech workers in any metropolitan area, while at the same time, it decreased 15.25% from 2022, the largest drop in the nation.¹⁶⁸
- 468,252 Amount in dollars a household needs to make in the San José metro area to buy a house, making it the least affordable metro area in the nation; the average home value (for a wide variety of housing types) is \$1,477,444, up 11.8% in the past year.¹⁶⁹
- 500,000 Number of clients that Second Harvest of Silicon Valley provides groceries for each month, up 40,000 clients from the previous year's index; in the fiscal year of 2022-23, Second Harvest served more than 104 million meals.¹⁷⁰

- 500,000 Amount in dollars that the Santa Clara Valley Transportation Authority had in damages on two dozen cases of copper wire theft in 2024.¹⁷¹
- 582,706 Amount in dollars that Crepevine has been fined by the federal government for labor violations, including child labor and back pay; Crepevine has five stores in the Bay Area, including San José.¹⁷²
- 1.03 million Number of people who work in Santa Clara County, with 48% being immigrants; immigrants in Santa Clara County, contributed \$5.6 billion to Social Security and \$1.8 billion to Medicare.¹⁷³
- 1.76 million Amount in dollars of a median price for a single-family home in Silicon Valley, while a condo costs \$990,000; 27% Asian and 18% White potential buyers can afford a home in Silicon Valley, compared to 9% Latinx and 7% African American potential buyers.¹⁷⁴
- 2 million Amount in dollars that each household would receive if the liquid wealth plus local residential real estate is divided equally in Silicon Valley.¹⁷⁵
- 2 million Amount in dollars of a median priced single-family home in Santa Clara County in April, 2024, up from \$1.81 million (11.1% increase) in April 2023.¹⁷⁶
- 2.2 million Amount in dollars of a median priced single-family home in Santa Mateo County in April, 2024, up from \$1.97 million (9.1% increase) in April 2023.¹⁷⁷
- 3.2 million Amount in dollars that Tesla has agreed to pay an African American employee who worked at the Tesla Factory, where he faced racial abuse constantly, including the use of the N-word and other slurs. While employees harassed this worker, Tesla's management team did little or nothing. In addition, the Equal Employment Opportunity Commission (EEOC) has filed a class action lawsuit claiming Tesla tolerated widespread racial harassment of Black employees and retaliated against them when they reported it.¹⁷⁸
- 3.3 million Amount in dollars that San José paid out in September of 2023 to a group of people over the injuries they received by the San Jose Police Department in the 2020 George Floyd protests.¹⁷⁹
- 5.9 million Amount in dollars of a median price, single-family home in Santa Clara County in April 2024.¹⁸⁰

- 7.7 million Amount in dollars of the median sale price of a single-family home in Atherton (San Mateo County) in 2022.¹⁸¹
- 20 million Amount in dollars that Santa Clara County paid out in mid-2023 to three people who were killed or injured by County sheriffs while in custody; one person was brain-damaged, and another was paralyzed, while a third person was killed. In the past eight years, the County has paid out an additional \$20 million to settle cases because of injury or death caused by County sheriffs.¹⁸²
- 21 million Amount in dollars of the deficit projected for Alum Rock Union School District.¹⁸³
- 63.2 million Amount in dollars received by Apple CEO Tim Cook in compensation in 2023 versus \$94,118 for the median annual compensation for Apple employees, making the CEO to median employee ratio 672 to 1.¹⁸⁴
- 300 million Amount in dollars on homeless spending that the City of San José failed to adequately track.¹⁸⁵
- \$554 million Amount in dollars of San Jose’s Park infrastructure backlog in 2024, with many parks on the East Side in disrepair.¹⁸⁶
- 23.6 billion Amount in dollars of Apple profit in 1st Quarter of 2024 on \$90.8 billion in sales, a 2% and 4% drop from the previous first quarter, respectively.¹⁸⁷
- 110 billion Amount in dollars that it will cost Silicon Valley and other bay shoreline communities by 2050 to protect the homes, businesses, sewage treatment plants, highways and airports from sea rise.¹⁸⁸
- 306 billion Amount in dollars of Google’s revenue, up from \$280 billion in 2022, \$258 Billion in 2021, and \$183 billion in 2020.¹⁸⁹
- 1.73 trillion Amount in dollars of aggregate household liquid wealth plus local residential real estate.¹⁹⁰

INFOGRAPHIC: *Wealth*



INFOGRAPHIC: Race

KEY HIGHLIGHTS

2024 SILICON VALLEY PAIN INDEX

5 Years In – RACIAL INEQUALITY Here to Stay, Part of Structure Beloved Community NOT to be Attained without Significant Change

0.01	Percent of households (60, mostly White households with \$1 billion+) hold 18x more wealth than the bottom 50%, with the majority being people of color.
2.9	Percent of African Americans living in San José (28,120), down from 4.7% in 1990 (36,790).
7.9	Number of infant deaths for Blacks per 1,000 live births; 3% for Latinx, 2.2% for Whites, and 2.1 for Asian infants.
16.1	Percent dropout rate of Native American high school students in Silicon Valley in 2023; 15% Latinx, 10% Black, 6% Pacific Islander, 3% White and Filipino, and 2% Asian.
17	Percent of African Americans in poverty, compared to Vietnamese Americans (10%), Latinx (9%), Filipinos (7%), Koreans (5%), Whites (5%) and Asian Indians (2%).
23	Percent of incoming new Black SJSU students entering in Fall, 2019, and graduating within four years, while 29% Latinx, 39% White, and 42% Asian students graduated.
25	Percent of nonprofit board members that are people of color in the San José metro area, even though people of color make up 73% of the population.
29	Percent of Latinx students in Santa Clara County that meets or exceeds 3rd grade English standard; 38% Black, 41% Pacific Islander, 69% White, and 79% Asian.
58	Number of deaths of Black women related to pregnancy, childhood, & postpartum period per 100,000 in Silicon Valley; Latina & Asian/Pacific Islander (14), & White (11).
547	Number of Black students at San José City College in '22, down from 717 in '19; Black full-time faculty down from 22 to 17 and Black adjunct faculty down from 66 to 54.
11,391	Amount in dollars spent per high school student at East Side Union School District (primarily Latinx and Asian) versus \$18,805 in Saratoga-Los Gatos (primarily White).
84,000	Average income in dollars for Latinx workers with a Bachelor's Degree, versus \$85,000 for African Americans, \$140,000 for Asian American and \$155,000 for Whites.

Full report available: www.sjsu.edu/hri Twitter: @SJSUHumanRights

INFOGRAPHIC: Tech

KEY HIGHLIGHTS

2024 SILICON VALLEY PAIN INDEX

5 Years In – TECH INEQUALITY Here to Stay, Part of Structure Beloved Community NOT to be Attained without Significant Change

1	Percent of Black tech workers in the core working age group (25-44) in the tech industry, in comparison to 4% Latinx, 21% White, and 71% Asian.
2	Percent of Latinas who work in the tech industry, with 3% Black women, and 7% Asian women.
6	Percent of the tech workforce that is African American in the 20 largest tech companies; 10% Latinx.
12	Percent of Venture Capital funding for female-founded tech startups; 88% for men.
27	Percent of women in professional computing occupations, but 57% of U.S. workforce; 23% women in C-Suite positions in the tech industry.
29	Percent of households under \$75,000 in Silicon Valley who do not have broadband internet access.
46	Percent of the women laid off in tech sector from January 2023 to April 2024, but make up 42% of tech workers.
52	Number of women in the tech industry that get promoted for every 100 men that get promoted.
58	Percent of Whites in leadership roles in 20 largest tech companies (31% civilian workforce), while Blacks & Latinx have 7% and 8% of the leadership roles, respectively.
83	Percent of tech executives that are White.
240,000	Number of tech workers laid off in 2023, up 50% from the previous year, with more women than men being fired.
23,600,000,000	Amount in dollars of Apple profit (\$23.6 billion) in 1st Quarter of 2024 on \$90.8 billion in sales.

Full report available: www.sjsu.edu/hri Twitter: @SJSUHumanRights

INFOGRAPHIC: Housing

KEY HIGHLIGHTS

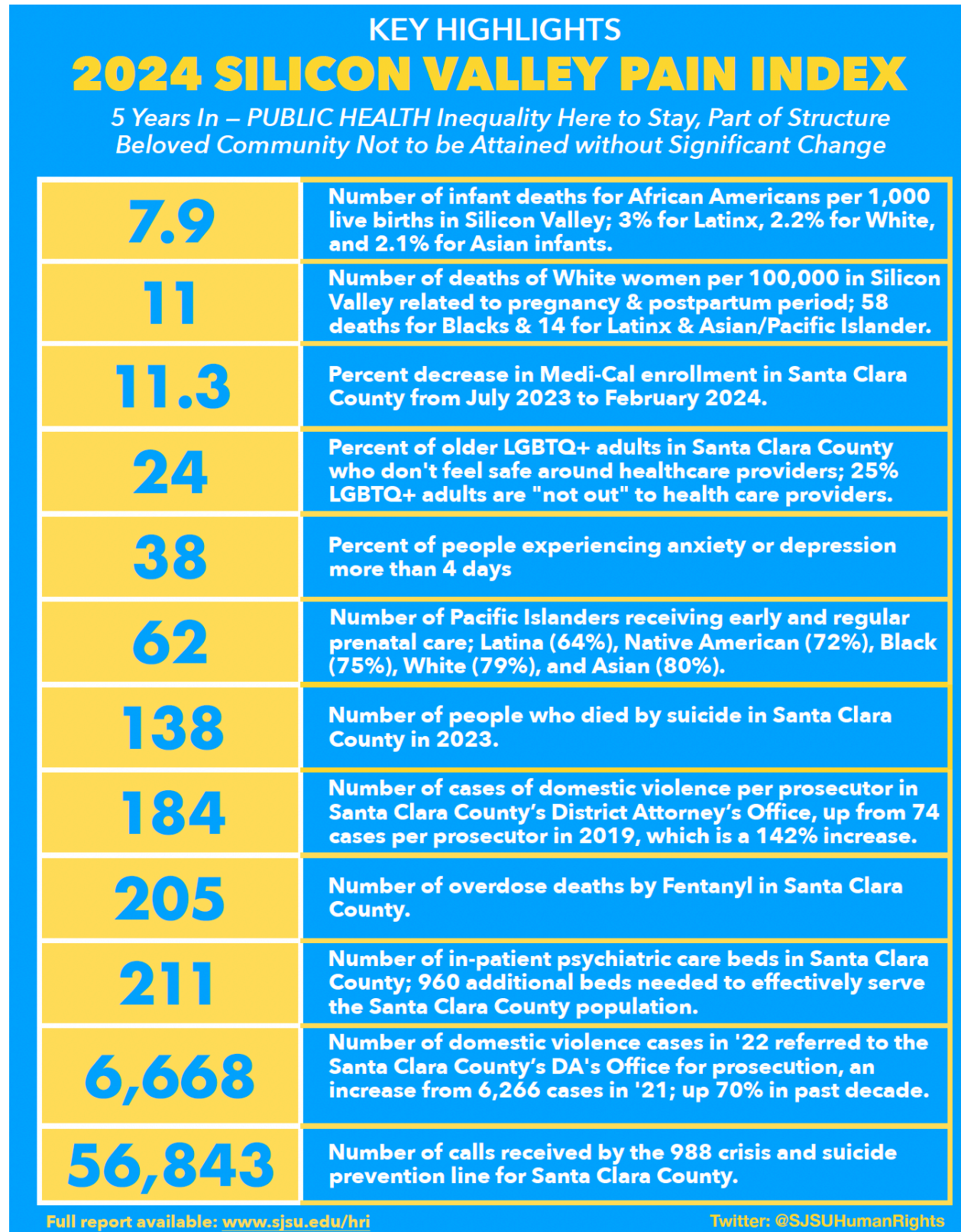
2024 SILICON VALLEY PAIN INDEX

5 Years In – HOUSING INEQUALITY Worsens, Part of Structure Beloved Community NOT to be Attained without Significant Change

1	Ranking of San José metro area as the least affordable area in USA, with an average home value of \$1.48 million; households needs to earn \$468,252 a year to buy home.
4.8	Number of square miles in San José zoned for multi-family housing (e.g., duplex, townhome or apartment complex), or just 2.7% of the city's 180.7 square miles.
7	Percent of African Americans who can afford to buy a median priced single-family home in Silicon Valley (\$2 million); Latinx (9%), Whites (18%), and Asians (27%).
24	Percent of San José metro area Millennials (27 to 42) that live at home with their parents, while 74% of Gen Z lives at home (18 to 26).
208	Number of houseless people who died on the streets of Santa Clara County in 2023.
246	Number of homeless K-8 students in Alum Rock School Districts in May 2024, up 3-fold since 2020.
1,000	Number of RVs parked on San José and Mountain View streets being used as housing.
2,130	Number of houseless people in San Mateo County in January 2024, an 18% increase from previous year; more than 1/2 lived in places not meant for housing.
2,911	Amount in dollars of the average rent for a two-bedroom apartment in Silicon Valley.
5,500	Number of evictions in Silicon Valley in 2023 (15 a day); this rate of evictions has not been seen for a decade.
7,775	Number of homes San José is required to build each year until 2031 to meet state mandated goal (62,000). Since 2019, most homes San José has built in 1 year was 1,710.
2,200,000	Amount in dollars of a median priced single-family home in Santa Mateo County in April '24, up from \$1.97 million (9.1%) in April '23; \$2 million in Santa Clara County.

Full report available: www.sjsu.edu/hri X: @SJSUHumanRights

INFOGRAPHIC: Public Health



INFOGRAPHIC: Education

KEY HIGHLIGHTS

2024 SILICON VALLEY PAIN INDEX

5 Years In – EDUCATION INEQUALITY Here to Stay, Part of Structure Beloved Community NOT to be Attained without Significant Change

16	Percent dropout rate of Native American high school students in Silicon Valley in 2023; 15% Latinx, 10% Black, 6% Pacific Islander, 3% White, and 2% Asian students.
19.3	Percent of chronically absent students in Santa Clara County in 2022-23 school year, compared to 7.3% in 2020-21.
19.8	Poverty rate for children in La Honda-Pescadero Unified School District in San Mateo County, compared to Menlo Park City Elementary, with a poverty rate of 1%.
30	Percent tuition increase for SJSU students over next five years (6% a year), with tuition increasing from \$5,742 in AY 2023-24 to \$7,682 in AY 2028-29.
33	Percent of Latinx HS graduates in Silicon Valley who meet the UC/CSU admission requirements; Pacific Islanders (40%), Black (42%), Native American (48%), Filipinos (65%), Whites (73%), and Asians (85%).
56	Number of days lost by Black students due to suspension per 100 enrolled students at Morgan Hill Union School District in Santa Clara, versus 6 days for White students.
76	Percent of Native American students that graduate from high school in Silicon Valley, versus Latinx (78%), Black (86%), White & Filipino (93%), and Asian American (96%).
78	Percent increase in meals served at Silicon Valley schools in 2022-23 than before the pandemic.
900	Number of homeless high students in the East Side Union School District in December 2023, up from 300 in 2020.
11,391	Amount in dollars of amount spent per high school student at East Side Union School District, versus \$24,141 at Mountain View-Los Altos School District.
36,000	Number of children (5 to 9 years old) in Silicon Valley that declined in population between 2012 and 2022, which led to a 10% drop in public school enrollment.
84,000	Average income in dollars for Latinx workers with a Bachelor's Degree, versus \$85,000 for African Americans, \$140,000 for Asian Americans and \$155,000 for Whites.

Full report available: www.sjsu.edu/hri Twitter: @SJSUHumanRights

- 1 <https://www.sanjoseca.gov/home/showpublisheddocument/107892/63838148512620000>
- 2 www.jointventure.org/siliconvalleyindex
- 3 www.jointventure.org/siliconvalleyindex
- 4 www.jointventure.org/siliconvalleyindex
- 5 https://www.smcalltogetherbetter.org/content/sites/sanmateo/Reports/SMC_CHNA_2023.pdf/
- 6 www.jointventure.org/siliconvalleyindex
- 7 <https://www.huduser.gov/portal/sites/default/files/pdf/2023-AHAR-Part-1.pdf/>
- 8 <https://www.propertyshark.com/Real-Estate-Reports/most-expensive-zip-codes-in-the-us/#Ranking the Priciest US Zip Codes by Closed Home Sales Shows Downward Trend in Median Sale Prices>
- 9 <https://sanjosespotlight.com/not-a-place-for-black-people-naacp-leader-leaving-silicon-valley>
- 10 <https://www.census.gov/quickfacts/fact/table/sanjosecitycalifornia,CA/RHI225222#RHI225222>
- 11 <https://hoodline.com/2023/08/when-refugees-breathe-easier-santa-clara-opens-cutting-edge-clinic-to-tackle-tuberculosis-uptick>
- 12 https://www.smcalltogetherbetter.org/content/sites/sanmateo/Reports/SMC_CHNA_2023.pdf
- 13 <https://fred.stlouisfed.org/series/CASANM0URN>
- 14 <https://drive.google.com/file/d/1LgCUXqzDnyt9AVRpfCy9lkaROOjGzjLT/view>
- 15 https://www.smcalltogetherbetter.org/content/sites/sanmateo/Reports/SMC_CHNA_2023.pdf
- 16 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=e86109c0-8459-49dd-a819-b7911c79b3dd&share=true
- 17 www.jointventure.org/siliconvalleyindex
- 18 www.jointventure.org/siliconvalleyindex
- 19 www.jointventure.org/siliconvalleyindex
- 20 www.jointventure.org/siliconvalleyindex
- 21 www.jointventure.org/siliconvalleyindex
- 22 <https://sccgov.iqm2.com/citizens/FileOpen.aspx?Type=1&ID=14196&Inline=True>
- 23 <https://www.ppic.org/interactive/california-poverty-by-county-and-legislative-district>
- 24 <https://innotechtoday.com/floridas-tech-is-empowering-bipoc-and-women-startups-for-a-more-diverse-2021>
- 25 www.jointventure.org/siliconvalleyindex
- 26 <https://www.mercurynews.com/2024/04/13/audit-san-jose-failed-to-adequately-track-300-million-in-homelessness-spending>
- 27 www.jointventure.org/siliconvalleyindex
- 28 <https://www.shfb.org/impact/blog/stories-of-resilience-while-the-need-for-food-assistance-remains-at-record-levels>
- 29 <https://sanjosespotlight.com/report-silicon-valley-san-jose-santa-clara-san-mateo-county-latinos-face-ongoing-struggles/>
- 30 <https://sanjosespotlight.com/empty-san-jose-offices-could-convert-to-housing/>, <https://schoolofcities.utoronto.ca/the-death-of-downtown-lets-make-sure-thats-not-torontos-story>
- 31 <https://www.minimum-wage.org/california/san-jose-minimum-wage>, <https://www.nytimes.com/2024/01/02/us/california-minimum-wage.html>
- 32 <https://www.ed-data.org/county/Santa-Clara>
- 33 <https://www.ed-data.org/county/Santa-Clara>
- 34 <https://www.angi.com/articles/housing-shortage.htm>
- 35 <https://sanjosespotlight.com/silicon-valley-office-vacancies-stuck-in-double-digits>
- 36 https://www.smcalltogetherbetter.org/content/sites/sanmateo/Reports/SMC_CHNA_2023.pdf
- 37 <https://www.nbcbayarea.com/news/local/south-bay-residents-concerns-regional-medical-center-trauma-center/3455931>
- 38 <https://personalinjurylawcal.com/blog/u-s-cities-where-food-prices-have-increased-the-most>
- 39 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=465d41ce-095b-4134-8c05-2883442b37e0/
- 40 https://wpassets.ncwit.org/wp-content/uploads/2021/03/19193926/05_19_2023_BTN_FullSize.pdf
- 41 <https://www.rentcafe.com/blog/rental-market/market-snapshots/multigenerational-households>
- 42 <https://sanjosespotlight.com/san-jose-nonprofit-boards-lack-latino-leadership>
- 43 <https://censusreporter.org/profiles/31000US41940-san-jose-sunnyvale-santa-clara-ca-metro-area/>
- 44 https://files.santaclaracounty.gov/migrated/LGBTQ%2B_Older_Adults_in_Santa_Clara_County_2021_Final_Report%20%281%29.pdf
- 45 https://www.smcalltogetherbetter.org/content/sites/sanmateo/Reports/SMC_CHNA_2023.pdf
- 46 https://wpassets.ncwit.org/wp-content/uploads/2021/03/19193926/05_19_2023_BTN_FullSize.pdf
- 47 www.jointventure.org/siliconvalleyindex, <https://sanjosespotlight.com/santa-clara-county-silicon-valley-san-jose-families-benefit-from-guaranteed-basic-income-report-shows>
- 48 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=10f7b1b7-2e4d-4f40-bd24-b7c13fa19ce6&share=true, <https://enewspaper.mercurynews.com/html5/reader/production/default.aspx?pubname=&pubid=704bc66e-2c99-475b-83aa-c7f296287203>
- 49 www.jointventure.org/siliconvalleyindex

- 49 <https://www.calstate.edu/attend/paying-for-college/tuition-increase/Documents/24-25-TUITION-PROPOSAL.pdf>
<https://catalog.sjsu.edu/content.php?catoid=14&navoid=5024&hl=%22registration+fees%22>
- 50 www.jointventure.org/siliconvalleyindex, <https://www.nbcnews.com/health/mental-health/silicon-valley-county-loneliness-health-emergency-rcna136777>
- 51 www.jointventure.org/siliconvalleyindex
- 52 https://analytics.sjsu.edu/t/IRPublic/views/grad_retn_by_demographics_live/GradbyDemographics?%3Aembed_code_version=3&%3Aembed=y&%3AloadOrderID=0&%3Adisplay_spinner=no&%3AshowAppBanner=false&%3Adisplay_count=n&%3AshowVizHome=n&%3Aorigin=viz_share_link,
https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=92d1836b-fb8e-486a-9d0a-fa3ec2d5af11
- 53 <https://www.sanjoseca.gov/home/showpublisheddocument/110536/638487772143030000>
- 54 www.jointventure.org/siliconvalleyindex
- 55 www.jointventure.org/siliconvalleyindex
- 56 https://files.santaclaracounty.gov/migrated/LGBTQ%2B_Older_Adults_in_Santa_Clara_County_2021_Final_Report%20%281%29.pdf
- 57 <https://www.kastle.com/safety-wellness/getting-america-back-to-work>
- 58 <https://drive.google.com/file/d/1APDTIL3AYUvE5Bnb7KHNY1otFCd7x7F-Z/view>
- 59 www.jointventure.org/siliconvalleyindex
- 60 www.jointventure.org/siliconvalleyindex
- 61 www.jointventure.org/siliconvalleyindex
- 62 <https://dq.cde.ca.gov/dataquest/DOCensus/AttChrAbsRate.aspx?cds=00&agglv=state&year=2022-23&initrow=Eth&ro=y>
- 63 https://www.smcalltogetherbetter.org/content/sites/sanmateo/Reports/SMC_CHNA_2023.pdf
- 64 www.reveliolabs.com: Statistic was obtained in an email exchange with Hakki Ozdenoren, Senior Economist, Revelio Labs
- 65 https://www.smcalltogetherbetter.org/content/sites/sanmateo/Reports/SMC_CHNA_2023.pdf
- 66 www.jointventure.org/siliconvalleyindex
- 67 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=12928c19-9168-4a08-ad1d-0f0220270a41
- 68 <https://www.cio.com/article/201905/women-in-tech-statistics-the-hard-truths-of-an-uphill-battle.html#:~:text=Of%20the%2025%20percent%20of,percent%20and%201%20percent,%20respectively>
- 69 <https://countyofsantaclaradisparitystudy.com>
- 70 https://civilrightsproject.ucla.edu/research/k-12-education/school-discipline/lost-instruction-time-in-california-schools-the-disparate-harm-from-post-pandemic-punitive-suspensions/Lost_Instruction_Time_CA_Schools_October_2023.pdf
- 71 www.jointventure.org/siliconvalleyindex
- 72 www.jointventure.org/siliconvalleyindex
- 73 <https://www.sanjoseca.gov/home/showpublisheddocument/109900/638463655613930000>
- 74 <https://www.shfb.org/impact/blog/stories-of-resilience-while-the-need-for-food-assistance-remains-at-record-levels>
- 75 <https://siliconvalleyindicators.org/data/governance/representation/demographic-characteristics-of-justices-and-judges>
- 76 https://916e96c2-5e63-48d1-a948-f614b9830953.usrfiles.com/ugd/916e96_b8a16c3ca1f4426a95372129ef978271.pdf
- 77 https://analytics.sjsu.edu/t/IRPublic/views/grad_retn_by_demographics_live/GradbyDemographics?%3Aembed_code_version=3&%3Aembed=y&%3AloadOrderID=0&%3Adisplay_spinner=no&%3AshowAppBanner=false&%3Adisplay_count=n&%3AshowVizHome=n&%3Aorigin=viz_share_link,
https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=c2784382-97bd-43be-970e-29edaa484e50
- 78 www.jointventure.org/siliconvalleyindex
- 79 https://916e96c2-5e63-48d1-a948-f614b9830953.usrfiles.com/ugd/916e96_b8a16c3ca1f4426a95372129ef978271.pdf
- 80 <https://sanjosespotlight.com/santa-clara-county-cities-are-failing-to-hit-housing-goals>
- 81 www.jointventure.org/siliconvalleyindex
- 82 www.jointventure.org/siliconvalleyindex
- 83 https://sanjosespotlight.com/san-jose-labor-leader-questions-strength-of-citys-wage-theft-rules/?_hsmi=298792065&_hsenc=p2ANqtz-9T4BjIPMZOOY8UVIqgpz0DmD9MehtcMkGzAGrVgaWJdXefJdrOes7mt-19aC9zr1QjPHUoMLk0Hdhe9EwrnS4dTSlstsu7zgOBTZ8y066QyvkHXGA
- 84 www.jointventure.org/siliconvalleyindex
- 85 https://analytics.sjsu.edu/t/IRPublic/views/grad_retn_by_demographics_live/GradbyDemographics?%3Aembed_code_version=3&%3Aembed=y&%3AloadOrderID=0&%3Adisplay_spinner=no&%3AshowAppBanner=false&%3Adisplay_count=n&%3AshowVizHome=n&%3Aorigin=viz_share_link,
https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=c2784382-97bd-43be-970e-29edaa484e50
- 86 www.jointventure.org/siliconvalleyindex
- 87 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=54538676-19ec-4165-8256-06ee5b816609
- 88 https://916e96c2-5e63-48d1-a948-f614b9830953.usrfiles.com/ugd/916e96_b8a16c3ca1f4426a95372129ef978271.pdf
- 89 <https://www.ktvu.com/news/by-the-numbers-how-often-bay-area-police-agencies-deploy-k-9s-to-bite>
- 90 www.jointventure.org/siliconvalleyindex
- 91 www.jointventure.org/siliconvalleyindex
- 92 https://www.smcalltogetherbetter.org/content/sites/sanmateo/Reports/SMC_CHNA_2023.pdf

- 93 <https://www.forbes.com/sites/janicegassam/2023/02/19/black-workers-are-the-hardest-hit-by-tech-layoffs/?sh=70f4af6c313e>
- 94 www.jointventure.org/siliconvalleyindex
- 95 <https://skylab.cdph.ca.gov/CCHV/z>
- 96 <https://publichealth.sccgov.org/news/news-release/low-covid-vaccination-rates-undermine-health-communities-santa-clara-county>
- 97 www.jointventure.org/siliconvalleyindex
- 98 <https://mec.santaclaracounty.gov/education-and-awareness/me-c-data-dashboard>
- 99 <https://www.ktvu.com/news/by-the-numbers-how-often-bay-area-police-agencies-deploy-k-9s-to-bite>
- 100 <https://www.sanjoseca.gov/home/showpublisheddocument/109900/638463655613930000>
- 101 <https://sanjosespotlight.com/domestic-abuse-violence-cases-overwhelm-silicon-valley-bay-area-santa-clara-county-district-attorney-da-prosecutors/>
- 102 <https://sccgov.iqm2.com/citizens/FileOpen.aspx?Type=1&ID=14196&Inline=True>, https://www.sccoe.org/supoffice/state-of-education/Documents/IMPACT_Brochure_2024.pdf
- 103 <https://mec.santaclaracounty.gov/education-and-awareness/me-c-data-dashboard>
- 104 <https://sanjosespotlight.com/hundreds-homeless-unhoused-people-residents-died-on-silicon-valley-santa-clara-county-san-jose-streets-this-year>, <https://www.ed-data.org/county/Santa-Clara>
- 105 <https://www.mercurynews.com/2023/07/02/this-should-be-a-wakeup-call-mission-oaks-inpatient-psychiatric-care-unit-to-close>
- 106 <https://www.nbcbayarea.com/news/local/south-bay/alum-rock-school-districts-homeless-students/3401934/?amp=1>; email from Interim Superintendent Imee Almazan on May 16, 2024.
- 107 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=f2f6a2a3-79f7-4e34-8c8b-6c9e8592853e&share=true
- 108 <https://sanjosespotlight.com/san-jose-lags-on-low-income-affordable-housing-goals>
- 109 <https://www.sanjoseca.gov/home/showpublisheddocument/110536/638487772143030000>
- 110 https://www.mercurynews.com/2023/11/08/a-tsunami-of-eviction-cases-is-hitting-alamedas-courts-these-elected-officials-are-calling-for-a-slowdown/?utm_email=E5E3543DB48CC419F590450494<g=E5E3543DB48CC419F590450494&active=yesD/
- 111 <https://sanjosespotlight.com/silicon-valley-santa-clara-county-families-parents-face-highest-child-day-care-costs-nanny-babysitting>
- 112 <https://sjcetimes.com/17297/campus-life/black-representation-on-campus-fading-or-thriving>
- 113 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=48be3666-8c58-41bc-a653-d83c72f3b502/
- 114 <https://www.sfgate.com/news/bayarea/article/san-jose-grapples-with-crowded-rv-street-parking-18370433.php>
- 115 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=3548d93d-ffe0-42f9-afba-6ae8afe2671&share=true
- 116 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=ceb3d70a-632d-4680-a6ba-56405925236e&share=true/, <https://www.mercurynews.com/2022/05/20/homelessness-has-grown-20-in-san-mateo-county-new-data-shows/#:~:text=Homelessness%20has%20grown%2020%25%20in%20San%20Mateo%20County%20since%20the,was%20last%20counted%20in%202019>
- 117 <https://sanjosespotlight.com/san-jose-animal-shelter-care-center-deaths-hit-five-year-high/>, <https://www.sanjoseca.gov/your-government/departments-offices/animal-care-services/about-us/operations-dashboard>
- 118 <https://www.edjoin.org/Home/RegionSearch>
- 119 <https://sanjosespotlight.com/santa-clara-county-board-of-supervisors-approves-mental-health-crisis-direct-phone-hotline-for-trust>
- 120 <https://www.msn.com/en-us/money/realestate/do-homelessness-prevention-programs-work-new-study-says-yes/ar-AA1eNpXL>
- 121 <https://publichealth.sccgov.org/sites/g/files/exjcpb916/files/lgbtq-report-2013.pdf>
- 122 https://www.mercurynews.com/2024/05/29/homelessness-in-san-mateo-county-jumps-18-even-as-more-people-get-shelter-beds/?utm_email=E5E3543DB48CC419F590450494<g=E5E3543DB48CC419F590450494&active=yesD, <https://www.smcgov.org/ceo/homelessness-dashboard>
- 123 <https://probation.sccgov.org/juvenile-arrestscitations>
- 124 <https://valleywaternews.org/2023/10/13/gov-newsom-signs-bill-to-expand-valley-waters-ability-to-assist-unsheltered-people>
- 125 <https://www.sanjoseca.gov/home/showpublisheddocument/109900/638463655613930000>
- 126 <https://siliconvalleyindicators.org/data/place/housing/housing-affordability/average-rental-rates>
- 127 https://916e96c2-5e63-48d1-a948-f614b9830953.usrfiles.com/ugd/916e96_b8a16c3ca1f4426a95372129ef978271.pdf
- 128 <https://www.cnbc.com/2023/11/02/the-most-least-expensive-cities-in-america-based-monthly-bills.html>
- 129 www.jointventure.org/siliconvalleyindex
- 130 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=d89e08fe-179d-414e-8c64-1b7c1b8b2551&share=true/, <https://osh.sccgov.org/sites/g/files/exjcpb671/files/documents/2023-year-end-progress-report.pdf>, <https://www.kqed.org/news/11977258/despite-progress-santa-clara-county-sees-sharp-rise-in-first-time-homelessness>

131 <https://www.ed-data.org/county/Santa-Clara/>

132 www.jointventure.org/siliconvalleyindex

133 www.jointventure.org/siliconvalleyindex

134 www.jointventure.org/siliconvalleyindex

135 <https://www.theguardian.com/technology/2024/mar/25/san-jose-homelessness-ai-detection?ref=astrofeather.com>

136 https://files.santaclaracounty.gov/2024-05/2022-dvdr-report_final.pdf?VersionId=5Aq3H2WNhfKVeAIXsLputmTKBeHGVY7,
<https://files.santaclaracounty.gov/migrated/2021%20DVRT%20Report%20%28final%29.pdf>

137 <https://sanjosepotlight.com/santa-clara-county-cities-are-failing-to-hit-housing-goals>

138 <https://www.thesanjoblog.com/2023/11/san-jose-ranked-as-1-most-innovative.html>

139 <https://www.cde.ca.gov/fg/aa/pa/pa2223rates.asp>, graph of the data was sent to co-author in an email from Lisa Andrew, President of Silicon Valley Education Fund.

140 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=350e2fa8-2109-4c22-b564-b4f54f0ead79&share=true

141 <https://sanjosepotlight.com/santa-clara-county-cities-are-failing-to-hit-housing-goals>

142 www.jointventure.org/siliconvalleyindex

143 <https://destinationhomesv.org/documents/2024/02/2023-year-end-progress-report.pdf>

144 www.jointventure.org/siliconvalleyindex

145 <https://www.instagram.com/p/C3S4hCIReb-/?igsh=MmVhM2QwOGI3ZA%3D%3D>

146 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=d89e08fe-179d-414e-8c64-1b7c1b8b2551&share=true/, <https://osh.sccgov.org/sites/g/files/exjcpb671/files/documents/2023-year-end-progress-report.pdf>

147 www.jointventure.org/siliconvalleyindex

148 www.jointventure.org/siliconvalleyindex

149 www.jointventure.org/siliconvalleyindex

150 <https://www.sfchronicle.com/politics/article/santa-clara-bail-18273139.php>

151 <https://sanjosepotlight.com/sunnyvale-wants-give-monthly-checks-to-residents-in-need>

152 https://files.santaclaracounty.gov/migrated/2022-23%20SP%20Annual%20Report_final.pdf

153 www.jointventure.org/siliconvalleyindex; exact numbers, rather than “rounded up” numbers that appeared in the 2024 SV Index came from Heidi Young, Senior Researcher for Joint Ventures, in an email exchange with the authors.

154 www.jointventure.org/siliconvalleyindex

155 www.jointventure.org/siliconvalleyindex

156 <https://siliconvalleyathome.org/resources/finding-affordable-housing/>, <https://www.hcd.ca.gov/sites/default/files/docs/grants-and-funding/income-limits-2023.pdf>, https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=ff310970-cab6-4501-b1a5-abe11e27227c

157 <https://www.census.gov/library/stories/2023/07/commuter-adjusted-population.html>,
<https://www.census.gov/library/stories/2023/07/commuter-adjusted-population.html>

158 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=7952dba9-3ceb-4bd0-b7e8-f142e9e6c458

159 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=7952dba9-3ceb-4bd0-b7e8-f142e9e6c458

160 www.jointventure.org/siliconvalleyindex

161 www.jointventure.org/siliconvalleyindex; exact numbers, rather than “rounded up” numbers that appeared in the 2024 SV Index came from Heidi Young, Senior Researcher for Joint Ventures, in an email exchange with the authors.

162 https://www.smcalltogetherbetter.org/content/sites/sanmateo/Reports/SMC_CHNA_2023.pdf

163 <https://sanjosepotlight.com/santa-clara-county-cities-are-failing-to-hit-housing-goals>

164 www.jointventure.org/siliconvalleyindex; exact numbers, rather than “rounded up” numbers that appeared in the 2024 SV Index came from Heidi Young, Senior Researcher for Joint Ventures, in an email exchange with the authors.

165 www.jointventure.org/siliconvalleyindex

166 www.jointventure.org/siliconvalleyindex; exact numbers, rather than “rounded up” numbers that appeared in the 2024 SV Index came from Heidi Young, Senior Researcher for Joint Ventures, in an email exchange with the authors.

167 <https://www.marketwatch.com/story/tech-layoffs-exceed-240-000-in-2023-a1487651>,
<https://www.reuters.com/business/sustainable-business/big-tech-layoffs-may-further-disrupt-equity-diversity-efforts-2023-01-05/>; email exchange with Hakki Ozdenoren, Senior Economist, Revelio Labs, confirming the 2023 numbers.

168 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=f23b71dd-3909-4959-aa55-05c75d4bc460&share=true

169 <https://www.nar.realtor/research-and-statistics/housing-statistics/metropolitan-median-area-prices-and-affordability>,
<https://www.cnbc.com/2024/04/24/least-affordable-metro-areas-for-americas-middle-class.html>, <https://www.zillow.com/home-values/33839/san-jose-ca>, <https://cdn.nar.realtor/sites/default/files/documents/qualifying-income-for-metropolitan-areas-q1-2024-single-family-2024-05-08.pdf>

170 <https://www.shfb.org/about-us>

171 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=03d5857d-ef34-4c4f-b7c5-15ba7b0d9e55&share=true

172 <https://www.almanacnews.com/blogs/2023/07/13/crepevine-owes-over-500000-for-wage-theft-and-child-labor-violations/>

- 173 https://www.americanimmigrationcouncil.org/sites/default/files/research/new_americans_in_santaclaracounty_sept2023_0.pdf
- 174 www.jointventure.org/siliconvalleyindex
- 175 www.jointventure.org/siliconvalleyindex
- 176 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=0c53e716-de0a-45ad-9d1f-6f33310d7df6&share=true
- 177 https://enewspaper.mercurynews.com/infinity/article_popover_share.aspx?guid=0c53e716-de0a-45ad-9d1f-6f33310d7df6&share=true
- 178 <https://arstechnica.com/tech-policy/2024/03/tesla-settles-with-black-worker-after-3-2-million-verdict-in-racism-lawsuit>, <https://thegrio.com/2023/09/29/eecoc-files-federal-lawsuit-tesla-discrimination-black-employees/>
- 179 <https://www.mercurynews.com/2023/09/12/san-jose-approves-3-3-million-settlement-for-george-floyd-protest-injuries>
- 180 <https://www.msn.com/en-us/money/realestate/see-what-2m-in-gets-you-in-santa-clara-county-s-housing-market/ar-BB1mt7Hh/>
- 181 <https://www.sccassessor.org/index.php/forms-and-publications/annual-report/>
- 182 <https://www.ktvu.com/news/after-three-multi-million-dollar-settlements-santa-clara-county-will-report-settlements-to-the-public/>
- 183 <https://sanjosespotlight.com/east-san-jose-alum-rock-union-school-district-money-problems-may-prompt-takeover>
- 184 <https://research.diversiq.com/company-data?table=Pay%20Equity>, <https://timesofindia.indiatimes.com/gadgets-news/heres-how-much-money-apple-ceo-tim-cook-earned-in-annual-compensation-package/articleshow/106748031.cms>
- 185 https://www.mercurynews.com/2024/04/13/audit-san-jose-failed-to-adequately-track-300-million-in-homelessness-spending/?utm_email=E5E3543DB48CC419F590450494&lctg=E5E3543DB48CC419F590450494&active=yesD
- 186 <https://sanjosespotlight.com/san-jose-park-maintenance-has-multimillion-dollar-backlog>
- 187 <https://www.macrumors.com/2024/05/02/apple-2q-2024-earning>
- 188 https://abag.ca.gov/sites/default/files/documents/2023-07/SLR_Framework_Final_Report.pdf, <https://www.mercurynews.com/2023/07/13/it-will-cost-110-billion-to-protect-san-francisco-bay-from-rising-sea-levels-new-study-shows>
- 189 <https://www.statista.com/statistics/266206/googles-annual-global-revenue>
- 190 www.jointventure.org/siliconvalleyindex

**Got any comments or want more clarity on the SVPI?
Contact the primary investigators below:**

Anji Buckner-Capone, Ed.D. (co-Principal Investigator)

Assistant Professor, Public Health and Recreation Department, San José State University
Human Rights Institute Working Group Member

anjibuckner@sjsu.edu

Scott Myers-Lipton, Ph.D. (co-Principal Investigator)

Professor Emeritus, Sociology, San José State University
Human Rights Institute Working Group Member

smlipton@sjsu.edu

