

## POLICY WATCH – February 2017

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Welcome to our newly designed newsletter. We have moved to a new format for mobile devices to make it easier for you to read.

In this issue, we welcome new Boardmember, The Dutra Group, and new member, Comerica Bank. We are excited to have these two companies join us. NBLC is growing – we have new energy, purpose and ability to make our region a better place to live, work and belong.

Also in this issue, we look at the growing educational divide. Education is the linchpin for increased upward mobility and civic engagement. Today's jobs require higher skill sets. At the same time, the jobs for those with lower skills are disappearing. We urgently need to prepare students so they have the skills needed to do the new jobs. We also must upskill the existing workforce so they can remain employable as companies increase automation, and the use of artificial intelligence and robots. This is our big challenge!

Don't miss our upcoming events. Please let us know if you would like to sponsor the State of the North Bay event and/or the Leaders of the North Bay Awards luncheon.

Here's hoping March goes out "like a lamb!"

Best,

Cynthia

### North Bay Leadership Council Welcomes The Dutra Group



North Bay Leadership Council (NBLC) welcomes The Dutra Group as its newest board member. Board Chair, Patty Garbarino, said "NBLC is pleased to have The Dutra Group join because they represent an important sector of the North Bay economy, create much needed new jobs and improve the economic vitality of the region."

For over 100 years, The Dutra Group has been a leader in dredging, marine construction and aggregates on the West Coast. It has provided essential construction materials to the

North Bay and beyond, as well as emergency response in times of disasters such as the Oroville Dam, Loma Prieta earthquake and levee breaks in the Delta. The company has approximately 350 employees.

Headquartered in San Rafael, The Dutra Group consists of four integrated companies: Dredging, Construction, Materials and Equipment. The company has strategic locations that allow for transportation options by either land or sea. The Dutra Group also is recognized for its emergency response capabilities which are critical in the event of flooding or earthquakes.

The company representative is Aimi Dutra Krause, “The Dutra Group joined NBLC to because we share a mission to improve education, economic competitiveness and transportation,” said Krause. “We want to play a part in shaping sound public policy so the North Bay will thrive for the next 100 years.” Bill Dutra, President and CEO, will be the alternate.

Krause is the Director of Community Relations and Governmental Affairs for The Dutra Group overseeing all corporate communications, government relations and community outreach programs for the company. Recently, she successfully led the extensive efforts to secure critical land-use entitlements on behalf of the company. Krause has professional memberships with the San Rafael Chamber, Bay Planning Coalition, California Marine Affairs and Navigation Conference (CMANC) and Marin Builders Association. She is a graduate of the University of the Pacific.

Since joining the firm, Krause has brought a proactive, hands-on approach to community involvement. As a result of her vision, The Dutra Group has become a leading contributor toward important local causes and non-profits throughout Marin County. Each year, the company donates approximately \$50,000 to schools and nonprofits. Often they donate materials, as they did to complete the public pathway in San Pedro Cove and to The Trust for Public Land for a new community garden.

## Comerica Bank is New Member of NBLC

North Bay Leadership Council (NBLC) announces the addition of Comerica Bank as a new member. As one of the 25<sup>th</sup> largest banking companies in the U.S., Comerica Bank has been serving businesses for more than 165 years. Patty Garbarino, Chair of NBLC, said, “Comerica is a good fit for NBLC as it serves businesses throughout the North Bay, especially those in the wine business. Comerica’s high standing on corporate social responsibility makes them very aligned with NBLC’s members values.”



Comerica’s San Francisco and North Bay Regional President Mike Silva is the member representative serving on NBLC. Silva has more than 30 years of experience in banking and currently oversees Comerica’s Northern California Middle Market teams in San Francisco, San Jose, Walnut Creek, Sacramento and Fresno. Silva’s responsibilities include supporting the bank’s customer initiatives and overall business and community development efforts across all three business segments.

Silva’s team provides growth financing to mid-size businesses including working capital, equipment, real estate and recapitalizations. The group also provides clients with leasing services, comprehensive treasury management as well as personal wealth management. Silva works with variety of companies that include wine and wine related businesses, natural and organic foods, consumer products and manufacturing and distribution. Comerica’s Northern California regional offices have been an important

source of lending and financial service solutions for premium wineries since 1987 and Silva currently oversees the Wine Industry Specialty Group.

Silva said, “Comerica likes to work closely with the communities we serve and joining NBLC is a great way to make connections with all aspects of the region so we can help improve living and working in the North Bay.”

Through a range of market conditions, Comerica has been consistently raising expectations of what a bank can be. Comerica, with 97 banking centers in the key California markets, is a subsidiary of Comerica Incorporated and headquartered in Dallas, Texas. Comerica is strategically aligned into three major business segments: Business Bank, Retail Bank, and Wealth Management. The bank reported total assets of \$73 billion at December 31, 2016.

Comerica has earned a third consecutive perfect rating of 100 percent on the Human Rights Campaign (HRC) 2017 Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality, administered by the Human Rights Campaign Foundation. Comerica joins the ranks of 517 major U.S. businesses which also earned top marks this year.

Comerica Bank's call centers ranked #1 for the second half of 2016, according to the latest benchmarking survey of O'Connor & Associates, a New Jersey-based research firm. Comerica has now placed first in the twice-annual survey for eight consecutive years. The survey measures several call center attributes among 10 national and regional banks.

Comerica was recognized as one of the most community-minded companies in the nation as part of The Civic 50, an initiative of Points of Light, the world's largest organization dedicated to volunteer service. The Civic 50 honors the 50 most community-minded companies in the nation each year.

## Want a Stronger Economy? Close the Education Divide



In Educational equality and excellence will drive a stronger economy (Brookings, March 2, 2017, [Link](#), author Arne Duncan details how the educational divide is damaging America’s economy and community fabric. In analyzing the last election, Duncan posits that it wasn’t class or race but educational inequity that drove voters. Duncan says, “The persistent lack of access to world-class educational resources and technology in far too many communities is at the heart of this issue. This inequality breeds more than just subpar test scores. It snowballs to create economic immobility, stranding people without the training necessary to earn well-paying jobs. As the job landscape evolves—STEM jobs are growing 70 percent faster than non-STEM jobs—we need to create opportunities for people to develop 21<sup>st</sup>-century skills and level the playing field for all demographics.”

Duncan says, “By 2020, demand for skilled technologists will exceed the number of qualified applicants by 1 million, leaving our country vulnerable in key areas such as technological innovation, economic development, and cybersecurity. Our inability to resolve the digital skills shortage is bleeding the U.S. economy of approximately \$1 trillion annually. When compared to 17 other industrial countries, U.S. workers ranked last in “problem solving in technology-rich environments.” If we expect to compete in a global economy that demands increasingly higher skills, we need to concentrate on closing the digital

divide. The reversal must begin in K-12, where currently only one in four schools teach computer programming.”

Adding to that deficit, says Duncan, “We’re doing students a disservice by not placing a heavier focus on producing STEM graduates, who are more sought after than any other major, and stand to earn higher initial salaries than their peers. Nationwide, there are more than 512,000 open computing jobs, but the number of computer science students that graduated into the workforce last year account for less than 10 percent of that need.”

One solution is to follow Rhode Island’s lead. There, Gov. Gina Raimondo started Computer Science for Rhode Island, “an ambitious plan to put computer science in every school, but we need support at the federal level to accelerate such state efforts,” says Duncan. A federal plan to “provide training resources that move at the ever-increasing speed of technology to those in higher education and the workplace is the TechHire initiative,” which Duncan says is focused on building tech talent pipelines in communities across the United States.

“As people have been pushed to the margins of society,” says Duncan, “it has become more difficult to climb the economic ladder. Providing opportunity in the form of skills development will encourage economic mobility, strengthen families, keep good jobs in America, bolster our democracy, and replace the deep fear felt across the nation with hope. It’s our collective responsibility to help close the technology skills gap and empower our students and professionals to become the creators and problem-solvers we need to fuel the U.S. economy in today’s technology-driven world.”

As more companies embrace automation, artificial intelligence, augmented reality and robotics, more workers will be displaced, triggering the need to reskill and upskill the workforce. It is one of the most pressing challenges we face as employers, civic leaders and defenders of democracy.

## Speaking of Robots, Did You Know...



Photo: U.S. Navy photo by John F. Williams/Released DT

That if American robots had their own economy, it’d be bigger than Switzerland? (Fast Company, March 15, 2017 [Link](#)). The FC blog says, “The total value of all the robots in the United States, from Roombas to auto-manufacturing plants to those that fold laundry, and everything in between, is \$732 billion, a number that, according to a study released today by researchers at [CEBR](#) and [Redwood Software](#), is larger than that of the economy of Switzerland.”

Other findings in the study suggest “that American investment in robotics has doubled since 2009, and went up 30% between 2011 and 2015. The researchers also concluded that investing in robotics has a higher long-term return than that of transportation, financial services, or real estate. And all-told, robotics investment in the 35 countries that make up the OECD—including the U.S., Canada, France, Germany, and others—amounted to 10% of GDP growth between 1993 and 2016. In short: Robots are very, very big business.”

## Maybe Robots Will Help Americans Relax – Or Maybe Not



In [Americans Won't Relax, Even Late at Night or on the Weekend](#) by Bourree Lam ([The Atlantic Link](#)), we learn that Americans work more than those in other countries. Lam says, “economists Dan Hamermesh and Elena Stancanelli found that Americans not only work longer hours, but they are more likely to work late at night and on weekends as well.”

Lams says, “They found that on a typical weeknight, a quarter of American workers did some kind of work between 10 p.m. and 6 a.m. That’s a lot, compared with about seven percent in France and the Netherlands. The U.K. is closest to the U.S. on this measure, where 19 percent work during night hours. On the weekends, one in three workers in the U.S. were on the job, compared to one in five in France, Germany, and the Netherlands.”

According to the OECD, Lam says, “the U.S. leads the way in average annual work hours at 1,790—200 more hours than France, the Netherlands, and Denmark. That works out to about 35 hours a week, but [a recent Gallup poll](#) found the average to be much higher than that—at 47 hours weekly. And perhaps that’s not surprising, when 55 percent of college grads report that they get their sense of identity from their work.”

So if you are one of those people working long hours, is there a downside to all that time spent working? Is your technology making work too accessible? Lam says, “The economists note two setbacks to our hardworking culture: less of a social life, and possibly worse health conditions. Hamermesh, for one, says it’s not worth it: ‘We have driven ourselves to the point where we work more and get less and less for it.’”

That’s a tough assessment – but worth mulling over. Maybe if we let the robots do more of the work, we can spend more time relaxing!

## Members in the News

### **Burr Pilger Mayer Recognized as 2017 Bay Area Best Places to Work**

BPM has been recognized as a 2017 Bay Area “Best Places to Work,” an awards program presented by the San Francisco Business Times and the Silicon Valley Business Journal.

### **Congratulations to the NBLC Members Honored by the North Bay Business Journal's North Bay Philanthropy Awards 2017**

The North Bay Business Journal has selected 23 honorees for its fourth annual Community Philanthropy Awards underwritten by Exchange Bank and many of the honorees are NBLC members!

### **Kaiser Permanente Northern California Announces Nearly \$6 Million in Grants To Reduce Heart Attacks and Strokes in Local Communities**

Kaiser Permanente Northern California is providing nearly \$6 million in grants to reduce heart attacks and strokes among individuals and populations in local communities who are most at risk.

### **PG&E Renewable Energy Deliveries Grow; GHG-Free Portfolio Is Nearly 70 Percent**

Nearly 70 percent of the electricity Pacific Gas and Electric Company (PG&E) delivered to its customers in 2016 came from greenhouse gas-free resources, the company announced this week

### **College of Marin Selected by ExtraFood as Recipient of the Week**

College of Marin (COM) is one of ExtraFood's new partners in addressing food insecurity and reducing food waste in Marin County.

### **College of Marin Students Lead Effort to Create All-gender Restrooms on Campus**

Due to an effort led by the Students for Social Justice, COM is in already in compliance with the law to create single-stall, all-gender restroom facilities.

**Read more online at** [www.northbayleadership.org/news](http://www.northbayleadership.org/news)



### **Who We Are**

Over twenty five years ago, business leaders founded the North Bay Leadership Council on a simple premise: We can accomplish more by working together. Today, the Council includes 54 leading employers in the North Bay. Our members represent a wide variety of businesses, non-profits and educational institutions, with a workforce in excess of 25,000. As business and civic leaders, our goal is to promote sound public policy, innovation and sustainability to make our region a better place to live and work. For more information: Call

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