
2021 SILICON VALLEY PAIN INDEX

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measures are meant to reflect fundamental International Human Rights standards ([IBHR \[pdf\]](#))

In addition, the long term-structural issues of racial discrimination that were highlighted in the continue to impact negatively the lives of people of color, and to privilege White people, in Silicon Valley. For example, the reports that:

- ◁ **Silicon Valley Tech's executives and senior management are still dominated by White people, even after years of promises to change. The numbers are striking: 1 Black person is on Apple's executive and senior management, 2% of Google employees are Latinx women, 3.9% of Facebook employees are African American while 4 Native Americans are executives, vice-presidents, and managers (out of 4,217), and there are 5 Black executives at Cisco (out of 285).**
- ◁ African American adults are 6.6 times more likely and Latinx adults are 2.2 times more likely to be given a local infraction by the San José Police Department as a result of a non-traffic stop (e.g., loitering, smoking in a park, shopping cart possession, and open bottle) than White adults.
- ◁ Over the past five years, no San José police officer has been prosecuted for killing someone despite 19 fatal encounters with the police (15 were people of color), ranking San José number 1 in the Bay Area for fatal encounters with the police.

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- 0 Number of Black executives on Cisco's Executive Leadership Team (out of 13).ⁱ
 - 0 Number of San José police officers prosecuted for killing someone since 2015, despite 19 fatal encounters with police (15 were people of color), ranking SJPD number 1 in the Bay Area departments with the most fatal encounters.ⁱⁱ
 - 1 Number of Apple executives and senior management that are African American (out of 123).ⁱⁱⁱ
 - 1.8 Percent of the tech sector's overall job growth.^{iv}
 - 2 Percent of Google employees that are Latinx women.^v
 - 2.2 Number of times more likely that Latinx adults are be stopped by the San José Police Department and given a local infraction as a result of a non-traffic stop (e.g., loitering, smoking/vaping in a park, shopping cart possession, and open bottle) than White adults.^{vi}
 - 3.9 Percent of Black employees at Facebook, up from 3.8% in 2019, with 1.5% Black employees in technical roles, up from 1.3% in past year.^{vii}
 - 4 Number of Native American executives, senior and mid-officials, and managers at Facebook (out of 5,270).^{viii}
 - 5.2



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- 25,856 Number of reported wage theft cases across all industries affecting 32,826 employees, and amounting to a loss of almost \$129 million (about \$4,000 per employee).^{lxiv}
 - 30,618 Average per capita income in dollars for Latinx (+5.4% from previous year, +23% over last 10 years).^{lxv}
 - 40,055 Number of new homes needed to be built in order to provide housing for its extremely low-income residents.^{lxvi}
 - 40,381 Average per capita income in dollars for African Americans (-1% from previous year, +5% over last 10 years).^{lxvii}
 - 63,000 Number of women who are experiencing "period poverty" (i.e., cannot afford feminine hygiene products).^{lxviii}
 - 69,172 Average per capita income in dollars for Asians (+9.6% from previous year, +35% over last 10 years).^{lxix}
 - 79,400 Number of total jobs lost in 2020, which is a 6.9% drop.^{lxx}

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- 531,400 Cost in dollars to house a juvenile offender annually, up 184% in past 10 years.^{lxxx}
- 1,450,000 Median sales price in dollars for an existing single-family home, up 9% in past year.^{lxxxii}
- 21,000,000 Number of square feet of commercial space under construction, a record high, as tech companies increase their footprint.^{lxxxii}
- 26,000,000,000 Dollar amount of venture capital funding in 2020, a record high.
- 108,000,000,000 Net worth in dollars of Sergey Brin, co-founder, Google, up \$45 billion from last year.^{lxxxiii}
- 112,000,000,000 Net worth in dollars of Larry Page, co-founder, Google, up \$42 billion from last year.^{lxxxiv}
- 124,000,000,000 Net worth in dollars of Mark Zuckerberg, CEO, Facebook, up \$48 billion from last year.^{lxxxv}
- 571,000,000,000 Net worth in dollars of top 10 richest Silicon Valley moguls (all White men), up 130% in past year.^{lxxxvi}
- 2,000,000,000,000 Market value of Apple in dollars, the first company to reach \$2 trillion, doubling in value in past year.^{lxxxvii}

CITATIONS

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