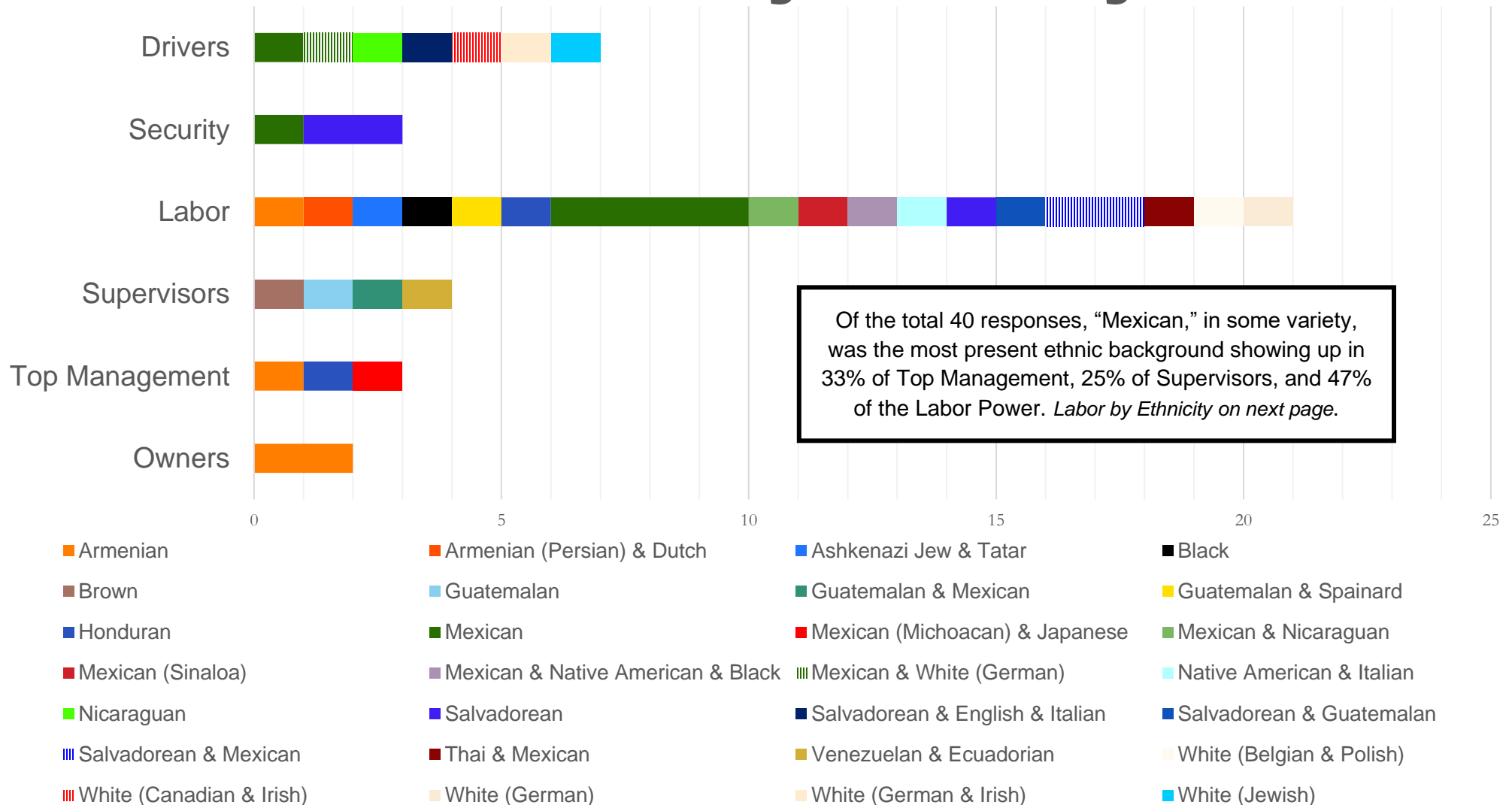# LA Dispensary Workplace Diversity (June 2020)

For this workforce assessment, each employee was asked what their self-identified "Ethnicity" is. The term "race" was not used because "race" is a social construct. The purpose of this assessment is to celebrate and share belonging to social groups that have a common **national** or **cultural** tradition.
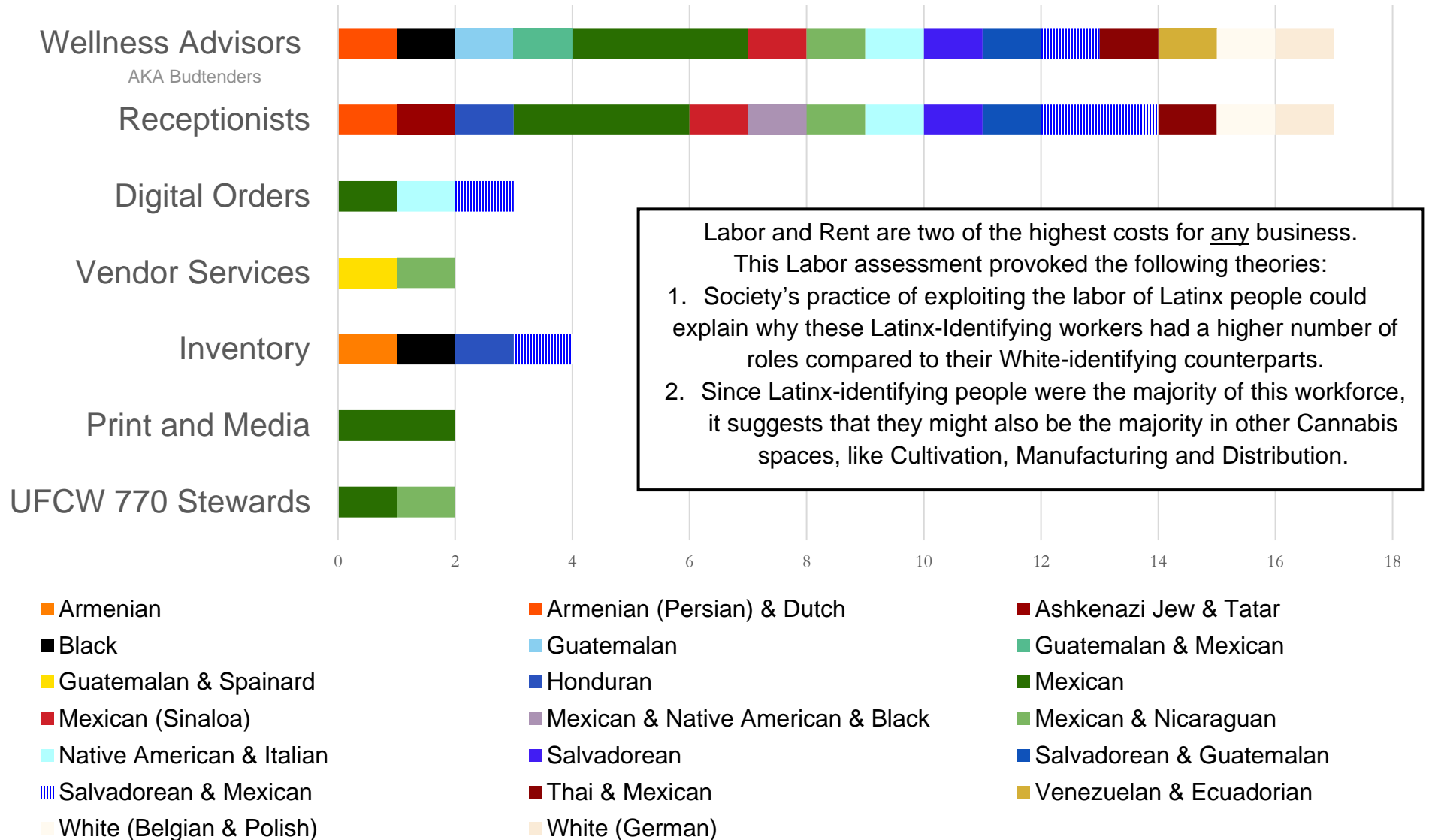
All Staff by Ethnicity

Drivers

Security

Labor

Supervisors

Top Management

Owners

0   5   10   15   20   25

Of the total 40 responses, "Mexican," in some variety, was the most present ethnic background showing up in 33% of Top Management, 25% of Supervisors, and 47% of the Labor Power. *Labor by Ethnicity on next page.*

- Armenian
- Armenian (Persian) & Dutch
- Ashkenazi Jew & Tatar
- Black
- Brown
- Guatemalan
- Guatemalan & Mexican
- Guatemalan & Spainard
- Honduran
- Mexican
- Mexican (Michoacan) & Japanese
- Mexican & Nicaraguan
- Mexican (Sinaloa)
- Mexican & Native American & Black
- Mexican & White (German)
- Native American & Italian
- Nicaraguan
- Salvadorean
- Salvadorean & English & Italian
- Salvadorean & Guatemalan
- Salvadorean & Mexican
- Thai & Mexican
- Venezuelan & Ecuadorian
- White (Belgian & Polish)
- White (Canadian & Irish)
- White (German)
- White (German & Irish)
- White (Jewish)

Created by Madison Hernandez

LA Dispensary Workplace Diversity (June 2020)

Since many of the cannabis workers at this dispensary have more than one role, this chart lists out ethnicities by those roles. (Upper Management and the Security and Delivery team not included.)

Labor Staff by Ethnicity

- Wellness Advisors (AKA Budtenders)
- Receptionists
- Digital Orders
- Vendor Services
- Inventory
- Print and Media
- UFCW 770 Stewards

X-axis: 0, 2, 4, 6, 8, 10, 12, 14, 16, 18

Labor and Rent are two of the highest costs for any business.
This Labor assessment provoked the following theories:
1. Society's practice of exploiting the labor of Latinx people could explain why these Latinx-Identifying workers had a higher number of roles compared to their White-identifying counterparts.
2. Since Latinx-identifying people were the majority of this workforce, it suggests that they might also be the majority in other Cannabis spaces, like Cultivation, Manufacturing and Distribution.

Legend:
- Armenian
- Armenian (Persian) & Dutch
- Ashkenazi Jew & Tatar
- Black
- Guatemalan
- Guatemalan & Mexican
- Guatemalan & Spainard
- Honduran
- Mexican
- Mexican (Sinaloa)
- Mexican & Native American & Black
- Mexican & Nicaraguan
- Native American & Italian
- Salvadorean
- Salvadorean & Guatemalan
- Salvadorean & Mexican
- Thai & Mexican
- Venezuelan & Ecuadorian
- White (Belgian & Polish)
- White (German)

LA Dispensary Workplace Diversity (June 2020)

The timeframe for this employee count and role assessment was: 6/12/2020 – 6/18-2020

The information acquired for this project was done via in-person conversations and some one-on-one digital messages. Ethnicity was the specific response sought after - Citizenship/Nationality was NOT in question here, *Cultural Background* was.

Method of Approach:

I found that asking about Ethnicity was least difficult after I'd disclose mine first.

Example talking piece: ***I identify as "Mexican"*** *because both of my parents immigrated here from Mexico where **they** were born - Mexican culture was what I learned from my upbringing. I am a first-generation American. Both countries have contributed to **my** sense of culture, so I would fully describe myself as "Mexican-American"; specifically I would still say my ethnicity is Mexican – What would you say your ethnicity is?*

Ethnicity refers to one's self or familial national origin & shared cultural traditions.
For the purposes of honoring those origins and traditions, I dove deeper when people would respond with: "Hispanic", "Latina/o", "Asian" or "Caucasian" – these nouns are not specific. The point of this project is to showcase diversity. By giving the workers the space to self-identify, their various cultures could be seen without being placed in one ambiguous, at times monolithic, category.