



# CITY OF DALY CITY

## Cannabis Equity Assessment

June 2025



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## Introduction

The history of cannabis prohibition in California—and across the United States—extends beyond the past; it continues to shape the economic, social, and legal realities of many communities today. For decades, communities of color, particularly Black, Indigenous, and People of Color (BIPOC), have faced the harshest consequences of cannabis enforcement, experiencing not only legal penalties but also long-term economic and social repercussions. These include barriers to employment, education, financial stability, and overall community well-being. The disproportionate impact of cannabis-related arrests and convictions, coupled with systemic inequalities such as generational poverty and education gaps, has created formidable barriers to economic participation, particularly within the regulated cannabis industry.

Long-standing and persistent obstacles to business ownership and entrepreneurship for historically affected communities exist broadly throughout the United States. However, these challenges are even more pronounced in the cannabis industry due to the lasting consequences of cannabis prohibition, exacerbated by the racial targeting associated with the War on Drugs. The compounded effects of past criminal records, financial inaccessibility, and regulatory complexities make it extraordinarily difficult for individuals from these communities to enter and succeed in the legal cannabis market.

Recognizing these ongoing inequities, California enacted the California Cannabis Equity Act in 2018 as a legislative initiative to mitigate the lasting harm caused by cannabis prohibition. The Act aims to promote equitable ownership and employment opportunities within the cannabis industry by establishing a state-supported program to assist local jurisdictions in developing and implementing cannabis equity programs. Through this initiative, the state provides loans, grants, and technical assistance to support entrepreneurs from disproportionately impacted communities in entering and sustaining businesses in the regulated market.

To effectively administer the Cannabis Equity Grants Program, the Department of Cannabis Control (DCC)—formerly the Bureau of Cannabis Control—entered into an interagency agreement with the Governor’s Office of Business and Economic Development (GO-Biz). This collaborative effort is designed to support local jurisdictions in their efforts to provide financial and technical assistance to equity applicants and licensees, ensuring that those most affected by prohibition have access to meaningful opportunities in the legal cannabis industry.

While the legalization of cannabis in California represented a critical step toward addressing historical injustices, the experience of affected communities has demonstrated that legalization alone is insufficient. Cannabis equity programs are a necessary response to these systemic challenges, aiming to achieve three primary objectives:

- **Economic Justice** – Providing financial resources, technical support, and business development assistance to individuals from disproportionately impacted communities to enable them to enter and thrive in the legal cannabis industry.
- **Barrier Reduction** – Addressing systemic challenges such as limited access to capital, complex regulatory requirements, and the social stigma associated with past cannabis-related convictions to create a more inclusive and accessible industry.
- **Community Reinvestment** – Ensuring that economic benefits flow back into the communities that were most affected by cannabis criminalization, fostering long-term recovery, economic empowerment, and social equity.

### Purpose of Cannabis Equity Assessment

The Cannabis Equity Assessment (“Equity Assessment”) serves as a comprehensive analysis of the impact of cannabis criminalization in Daly City (“City”) and the systemic barriers that have prevented affected communities and individuals from accessing opportunities within the legal cannabis industry. This assessment employs a data-driven approach to identify communities disproportionately impacted by past cannabis enforcement, examining key indicators such as arrest records, poverty rates, educational attainment, and other socioeconomic factors that reflect the long-term consequences of prohibition policies. Additionally, the assessment evaluates the structure of the existing cannabis industry to identify the specific obstacles that hinder equitable participation within the City.

The primary objective of this Equity Assessment is to provide a foundation for the development and implementation of a cannabis equity program in Daly City. Such a program would establish targeted policies, initiatives, and support mechanisms to assist historically impacted communities in entering and succeeding in the legal cannabis market. To be effective, the City's cannabis equity program must be transparent, accessible, and equitable, addressing the unique challenges and needs faced by affected individuals. By leveraging this assessment, Daly City can create a cannabis equity framework that fosters economic inclusion, social justice, and long-term community reinvestment.

## 1. Cannabis Equity Analysis

### Methodology

This Equity Assessment examines historical cannabis-related arrest data in Daly City to evaluate the disproportionate impact of cannabis enforcement and the War on Drugs in communities within Daly City. The analysis leverages cannabis-related arrest statistics provided by the Daly City Police Department (DCPD) and overlays this data with census tract information to identify spatial and demographic disparities. By mapping arrest “hot spots” within the City, this study seeks to determine whether a correlation exists between high-arrest areas and low-income communities, thereby identifying neighborhoods disproportionately affected by cannabis criminalization.

The cannabis-related arrest data, covering the period from 2009 to 2024, was obtained directly from the DCPD. To contextualize this information, demographic data was sourced from the 2018–2022 American Community Survey (ACS) 5-Year Estimates. The selection of this dataset ensures alignment with demographic indicators from the U.S. Environmental Protection Agency’s (EPA) Environmental Justice Screening and Mapping Tool, which also relies on the ACS 2018–2022 5-Year Summary.

### Limitations of the Equity Analysis

As previously noted, the Equity Assessment utilizes cannabis-related arrest records spanning the years 2009 through 2024 in the City of Daly City. While this data provides valuable insights, several limitations must be acknowledged.

First, the restricted timeframe limits the ability to analyze long-term trends and impacts of cannabis enforcement. The absence of pre-2009 data means this study cannot capture the full historical scope of cannabis-related arrests, particularly during earlier periods of the War on Drugs when enforcement was more aggressive. Consequently, this analysis cannot fully account for generational disparities or the cumulative effects of past enforcement policies on affected communities.

Additionally, the legalization of cannabis in California through Proposition 64 in 2016 significantly altered enforcement patterns. Post-legalization arrests likely reflect violations related to unlicensed sales, possession beyond legal limits, or regulatory infractions rather than simple possession offenses. This shift complicates direct comparisons between pre- and post-legalization arrest trends and makes it challenging to isolate the specific impact of legalization on cannabis-related enforcement in Daly City.

Despite these constraints, this Equity Analysis provides a data-driven approach to identifying communities that have borne a disproportionate burden of cannabis enforcement. By examining available arrest data within the context of economic disadvantage, this study lays the groundwork for more equitable cannabis policy and future research on the long-term impacts of cannabis-related enforcement in Daly City.

## Cannabis Enforcement History

Prior to the 1900's, cannabis was cultivated throughout the United States primarily for its industrial use (as "hemp" for use in a variety of commercial items including paper, rope, textiles, etc.) and its medicinal uses with very little targeted government regulation. Cannabis use for its psychoactive effects began to increase during the 1900's, simultaneously a widespread national "anti-intoxicant" sentiment that resulted in prohibition of alcohol was also emerging.

As a result, beginning in the early 1900s, most States began placing restrictions on the cultivation and sales of cannabis. The first national regulation of cannabis was created by the Marihuana Tax Act of 1937 (as marijuana was spelled at the time), which placed a tax on the sale of cannabis and allowed for law enforcement to make arrests for non-payment of the tax. The Narcotic Control Act of 1961 and the Controlled Substances Act of 1970 officially made the manufacture, importation, possession, use, and distribution of cannabis illegal throughout the United States. The Drug Enforcement Agency (DEA) was created in 1973 and began increasing its enforcement activities, while recreational cannabis use was also increasing – first as popularized by the counter-culture revolution of the time and then as it moved into the more mainstream population. The term "War on Drugs" emerged following several press conferences held by then-President Richard Nixon during the Summer of 1971.

The Comprehensive Crime Control Act of 1984 increased federal penalties for cultivation, possession, or transfer of marijuana; and the 1990 Crime Control Act provided funding for local law enforcement agencies to seize private property associated with unlawful drug activities, including cannabis cultivation or distribution.

Illegal cannabis use was increasing, and so was the response from law enforcement. In their 2012 definitive analysis on the subject, researchers Holly Nguyen and Peter Reuter point out that:

*"There has been a dramatic rise in the number of arrests for simple possession since 1991. In 2008, about 800,000 individuals were arrested for possession of small amounts of marijuana (typically less than an ounce). That figure was more than three times the number in 1991."<sup>1</sup>*

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<sup>1</sup> Nguyen, H., & Reuter, P. (2012). How Risky Is Marijuana Possession? Considering the Role of Age, Race, and Gender. *Crime & Delinquency*, 58(6), 879-910. <https://doi.org/10.1177/0011128712461122>

And most importantly, Nguyen and Reuter showed that although cannabis use rate was about the same for White and Black Americans, rates of arrest are about three times higher for Black Americans:

*“Although Whites and Blacks show an overall increase in arrest rates since 1991, the rates for the two races are markedly different. In 1991, Blacks were arrested twice as often as Whites. In 2008, Blacks were more than three times likely to be arrested as Whites. This starkly contrasts with their almost identical rates of use.”*

Meanwhile, although the War on Drugs continued to rage and affect Black/African American, LatinX and indigenous communities disproportionately, attitudes of Californians began to change significantly in the early 1990s. The medicinal value of cannabis to HIV patients for appetite stimulation and pain management was well supported by Californians who began a 20-year acceptance of medicinal, and ultimately recreational, cannabis along with the associated de-criminalization.

In 1996, Californians passed Proposition 215, the Compassionate Use Act, which allowed for the uses of medicinal cannabis. In 2011, there were notable changes in California law, and some misdemeanor marijuana statutes were re-classified as infractions, leading to a significant decline in misdemeanor marijuana arrests. The Medical Marijuana Regulation and Safety Act was adopted by the California Legislature in 2015, and in November 2016, California voters passed Proposition 64, which legalized the possession and use of marijuana for individuals 21 years of age and older and reduced the offense degree for a number of marijuana-related offenses. Proposition 64 essentially ended cannabis prohibition in California. For example, in 2014, there were 13,300 felony arrests for cannabis in California, where that number had dropped to 1,181 by 2019.

However, much of the damage from disproportionate enforcement of cannabis-related laws had already been done, and the long-term effects of the War on Drugs, have persisted and are well documented. For example, in their 2017 research for the Cato Institute (“Four Decades and Counting: The Continued Failure of the War on Drugs”) Christopher J. Coyne and Abigail R. Hall point out that:

*“A felony drug charge can also cause an individual to lose eligibility to work for the federal government; enlist in the U.S. Armed Forces; obtain an import, customs, or other license; or obtain a passport. Many private-sector job applications require criminal background checks and the disclosure of felony convictions, preventing individuals convicted of drug offenses from obtaining gainful employment. Given the rate at which minorities are arrested for crime, this has immense implications for the long-term prosperity of both individuals and broader communities.”<sup>2</sup>*

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<sup>2</sup> Coyne, Christopher J. and Hall, Abigail R, Four Decades and Counting: The Continued Failure of the War on Drugs (April 12, 2017). Cato Institute Policy Analysis No. 811, Available at SSRN: <https://ssrn.com/abstract=2979445>

Further, in its 2020 “Crime in California” report, the California Department of Justice indicated that although the overall number of arrests for cannabis related activities is trending downward since legalization, arrests are still disproportionately high for non-white citizens – Hispanics citizens accounted for nearly 42% of those arrests, followed by Blacks citizens, at 22%, with White citizens at 21%.

## City of Daly City Demographics

Figure 1 below presents the 2018–2022 5-Year demographic estimates for Daly City. Among residents who reported a single racial identity, the largest demographic group is Asian (58.9%), followed by Hispanic or Latino (21.0%), White (17.7%), Black or African American (2.9%), Native Hawaiian and Other Pacific Islander (1.2%), and American Indian and Alaska Native (0.9%). Additionally, an estimated 8.9% of residents identified as two or more races, reflecting the city's diverse population.

**Figure 1 – Distribution of Race/Ethnicity, City of Daly City (2022)**

Race/Ethnicity	Population	Percent
Asian Alone	61,020	58.9%
Hispanic or Latino	21,799	21.0%
White Alone	18,373	17.7%
Two or More Races	9,178	8.9%
Black or African American Alone	2,995	2.9%
Native Hawaiian and Other Pacific Islander Alone	1,263	1.2%
American Indian and Alaska Native Alone	924	0.9%

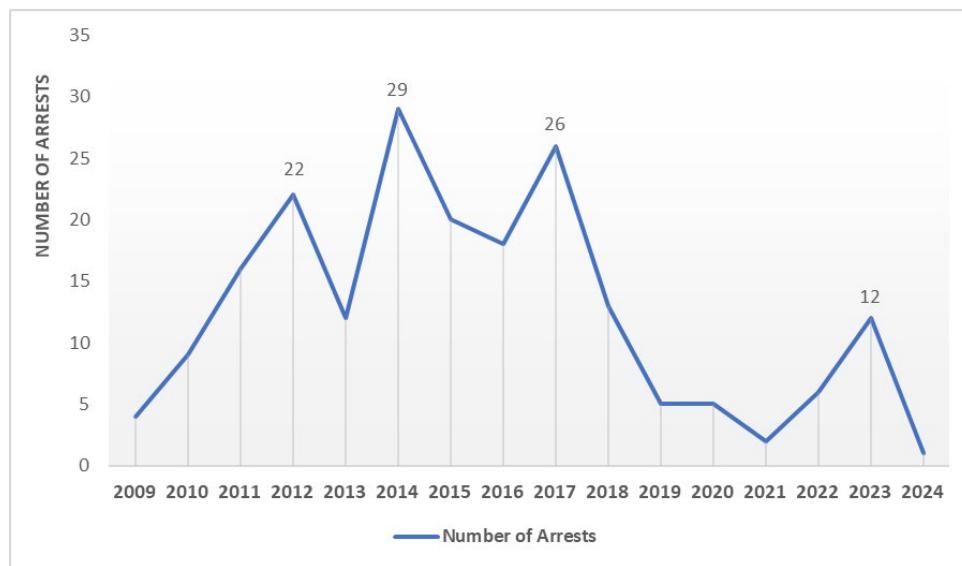
Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimate

## Cannabis-Related Arrests

As part of this analysis, historical cannabis-related arrest data in Daly City was examined for the period spanning 2009 to 2024. During this timeframe, a total of 200 cannabis-related arrests were recorded citywide. The highest number of arrests occurred in 2014, with 29 reported cases.

Following the passage of Proposition 64 in 2016, which legalized and decriminalized recreational cannabis use in California, a notable decline in cannabis-related arrests was observed. However, there was a temporary spike in 2017, with 26 arrests, before the overall downward trend resumed. This continued reduction in arrests aligns with broader shifts in cannabis legislation and enforcement strategies, both within Daly City and statewide, as law enforcement agencies have adapted to the evolving legal landscape.

**Figure 2 – Cannabis-Related Arrests by Year, City of Daly City (2009-2024)**



Source: Daly City Police Department

### Cannabis-Relates Arrest Types

Figures 3 and 4 provide a year-by-year breakdown of cannabis-related offenses in Daly City from 2009 to 2024, highlighting key enforcement trends over this period. A significant decline in most cannabis-related violations is observed after 2016, coinciding with the passage of Proposition 64, which legalized recreational cannabis use for adults 21 and older.

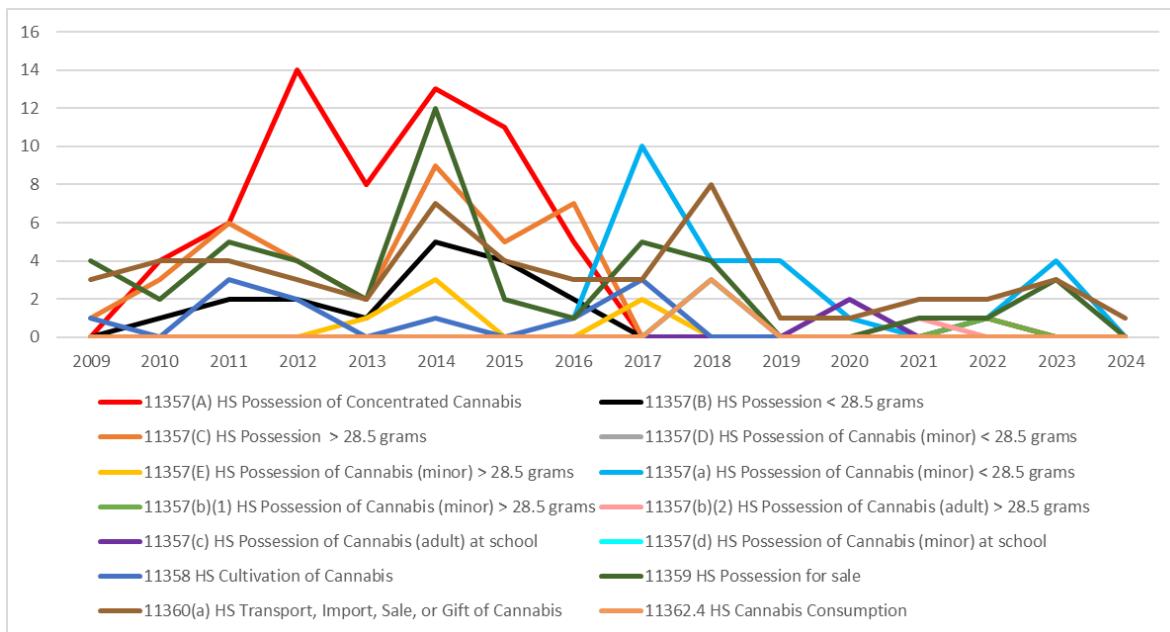
Prior to Proposition 64, offenses such as Possession of Concentrated Cannabis (11357(A) HS), Possession of More than 28.5 Grams (11357(C) HS), and Possession for Sale (11359 HS) were among the most frequently recorded violations, with peak enforcement occurring between 2011 and 2015.

Possession-related offenses—including Possession of Cannabis Less than 28.5 Grams (11357(B) HS) and Possession of Cannabis More than 28.5 Grams (11357(C) HS)—were commonly enforced before 2016, as possession exceeding one ounce (28.5 grams) was illegal at the time. Following the passage of Proposition 64, citations for these offenses dropped sharply as adult possession within legal limits was decriminalized. However, possession offenses involving minors, which remained illegal under Proposition 64, saw a temporary increase. In particular, Possession of Cannabis (Minor) of less than 28.5 Grams (11357(a) HS) peaked in 2017 and 2018 before declining, suggesting a shift in enforcement focus on underage possession.

While possession-related arrests declined significantly, offenses related to illicit sales and distribution—such as Possession for Sale (11359 HS) and Transport, Import, Sale, or Gift of Cannabis (11360(A) HS)—remained relatively steady over the years, with periodic fluctuations. This suggests that despite legalization, unregulated cannabis sales and distribution have continued to be a focus of law enforcement.

**Figure 3 – Cannabis-Related Arrest Types (2009-2024)**

Statute	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Total
11357(A) HS	-	4	6	14	8	13	11	5	-	-	-	-	-	1	-	-	62
11357(B) HS	-	1	2	2	1	5	4	2	-	-	-	-	-	-	-	-	17
11357(C) HS	1	3	6	4	2	9	5	7	-	-	-	-	-	-	-	-	37
11357(D) HS	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	3
11357(E) HS	-	-	-	-	1	3	-	-	2	-	-	-	-	-	-	-	6
11357(a) HS	-	-	-	-	-	-	-	1	10	4	4	1	-	1	4	-	25
11357(b)(1) HS	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
11357(b)(2) HS	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
11357(c) HS	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	2
11357(d) HS	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	3
11358 HS	1	-	3	2	-	1	-	1	3	-	-	-	-	-	-	-	11
11359 HS	4	2	5	4	2	12	2	1	5	4	-	-	1	1	3	-	46
11360(a) HS	3	4	4	3	2	7	4	3	3	8	1	1	2	2	3	1	51
11362.4 HS	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	3

**Figure 4 – Cannabis-Related Arrest Types by Year**

### City of Daly City Cannabis-Related Arrests by Race/Ethnicity

Figure 5 below illustrates the distribution of cannabis-related arrests by race/ethnicity in Daly City from 2009 to 2024. Over this period, Hispanic/Latino individuals accounted for the largest share of arrests (31.0%), followed by White (23.3%), Asian (19.6%), and Black/African American (16.9%) populations.

**Figure 5 – Cannabis-Related Arrests by Race/Ethnicity, City of Daly City (2009-2024)**

Race/ Ethnicity	Arrests		Population	
	(2009-2024) <sup>1</sup>	(2022) <sup>2</sup>	Total	Percent
Hispanic or Latino	67	35.4%	21,799	21.0%
White	44	23.3%	18,373	17.7%
Asian	37	19.6%	61,020	58.9%
Black or African American	32	16.9%	2,995	2.9%
Native Hawaiian and Other Pacific Islander	8	4.2%	1,263	1.2%
American Indian and Alaska Native alone	1	0.5%	924	0.9%

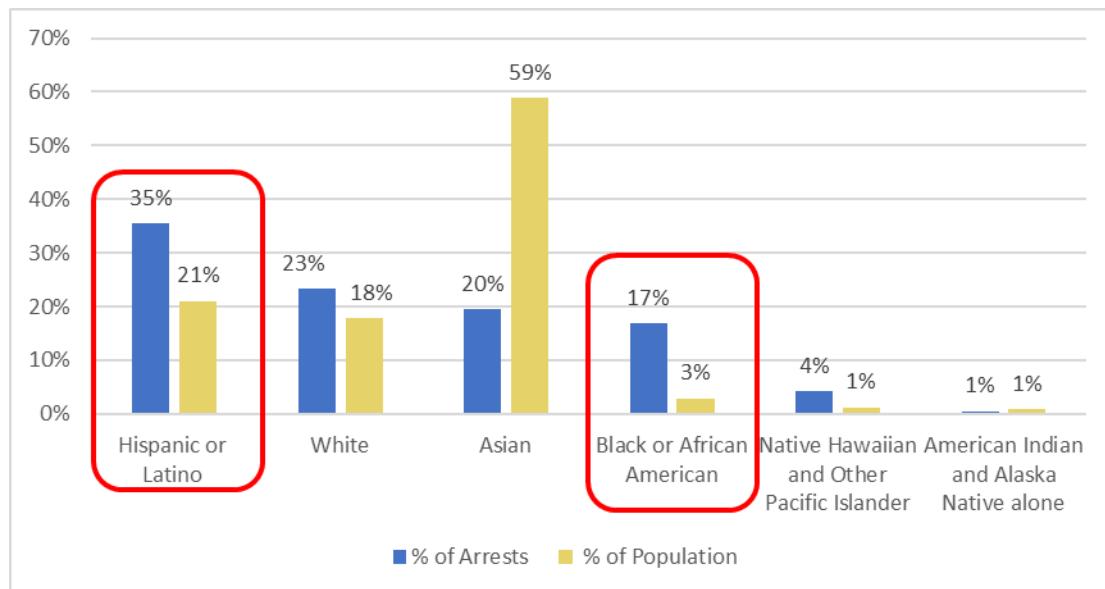
<sup>1</sup> Source: Daly City Police Department

<sup>2</sup> Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates

To evaluate the disparities in cannabis-related arrests across different demographic groups in Daly City, we analyzed arrest rates relative to each group's total population share. The findings reveal significant racial and ethnic disparities in enforcement, particularly affecting Black/African American and Hispanic/Latino communities.

- Black/African American individuals faced the highest disproportionate arrest rate. Despite representing only 3% of Daly City's population, they accounted for 17% of cannabis-related arrests, a rate nearly 5.5 times higher than their population proportion.
- Hispanic/Latino individuals were also disproportionately affected, with arrest rates nearly twice as high as their population representation.
- In contrast, other demographic groups were arrested at rates more closely aligned with or below their respective population percentages.

**Figure 6 – Population Percentage vs. Arrest Percentage, City of Daly City (2009-2024)**



Source: Daly City Police Department

Source: U.S. Census Bureau, 2018-2022 American Community Survey 5-Year Estimates

## Identification of Disproportionately Affected Communities

The objective of this Equity Assessment is to identify disproportionately affected communities in the City that have been historically impacted by cannabis criminalization. As demonstrated in the analysis in the previous section, African American and Hispanic/Latino populations have historically been subject to a disproportionate rate of cannabis-related arrests in the City. Research indicates that such arrests have long-term consequences, limiting opportunities for employment, education, and housing, which, in turn, hinder economic mobility. These systemic barriers, combined with the high financial costs of entering the regulated cannabis industry, create significant challenges for affected individuals seeking to participate in the legal market.

To determine the communities most impacted, three key indicators were analyzed at the census tract level:

- **Race and Ethnicity:** Communities of color have historically faced higher cannabis-related arrest rates.
- **Income Levels:** Individuals with lower financial resources encounter greater obstacles in accessing capital and business opportunities within the regulated cannabis industry.
- **Educational Attainment:** Those with lower levels of education often lack access to resources, training, and networks necessary for successful industry entry.

By evaluating these indicators alongside the geographic distribution of cannabis-related arrests, this assessment provides a comprehensive understanding of the communities disproportionately affected by cannabis prohibition.

## Data and Methodology

To identify impacted communities, demographic data was sourced from the United States Environmental Protection Agency's (EPA) EJSCREEN tool, which compiles nationwide demographic and environmental data. EJSCREEN's data, derived from the U.S. Census Bureau's American Community Survey (ACS) 2018-2022 5-year Summary, was used to map and analyze:

- **Communities of color** (percentage of non-Hispanic white alone vs. all other racial/ethnic groups).
- **Low-income households** (household incomes at or below twice the federal poverty level).
- **Educational attainment** (percentage of individuals aged 25 or older without a high school diploma).

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### People of Color Populations

Figure 7 provides a visual representation of the percentage of individuals within a census tract who list their racial status as a race other than white alone and/or list their ethnicity as Hispanic or Latino; in other words, individuals who do not identify as non-Hispanic white alone. The term "alone" here signifies that the individual identifies with a single racial category, rather than being multiracial.

As illustrated in Figure 7, Daly City has a predominantly diverse population, with the majority of census tracts consisting of 75% to 100% people of color. These communities make up a significant portion of the city's population. In contrast, only a few areas—primarily near the northern and western edges—have a lower proportion of people of color, ranging from 50% to 75%.

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### Low-Income Populations

Figure 8 provides a visual representation of the percentage of low-income households in each of the City's census tracts. Low-income households are defined as those with household incomes at or below twice the federal poverty level. The City, for the most part, exhibits a low concentration of poverty, with the majority of its census tracts having 25% or less of their households falling into this category. Only a few areas, primarily along the northern edge of the City, have a higher proportion of low-income residents, ranging from 25% to 50%.

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### Educational Attainment

Educational attainment levels, visualized in Figure 9, indicate that most census tracts have at least 75% of residents who have completed high school. However, the northern section of the city contains clusters of census tracts where 25% to 50% of residents lack a high school diploma.

Figure 7 – People of Color as a Percentage of Population

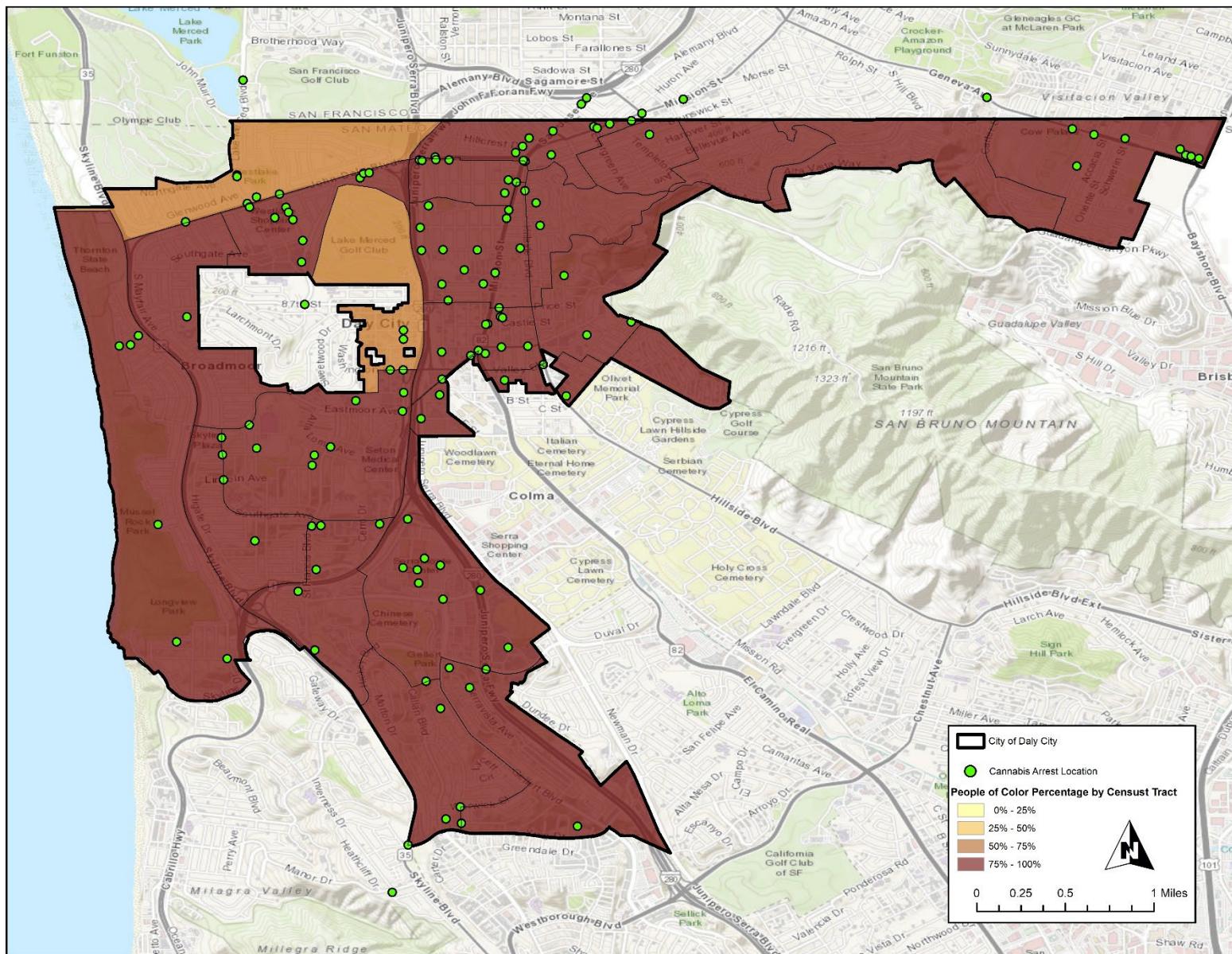


Figure 8 – Low-Income Households as a Percentage of Population

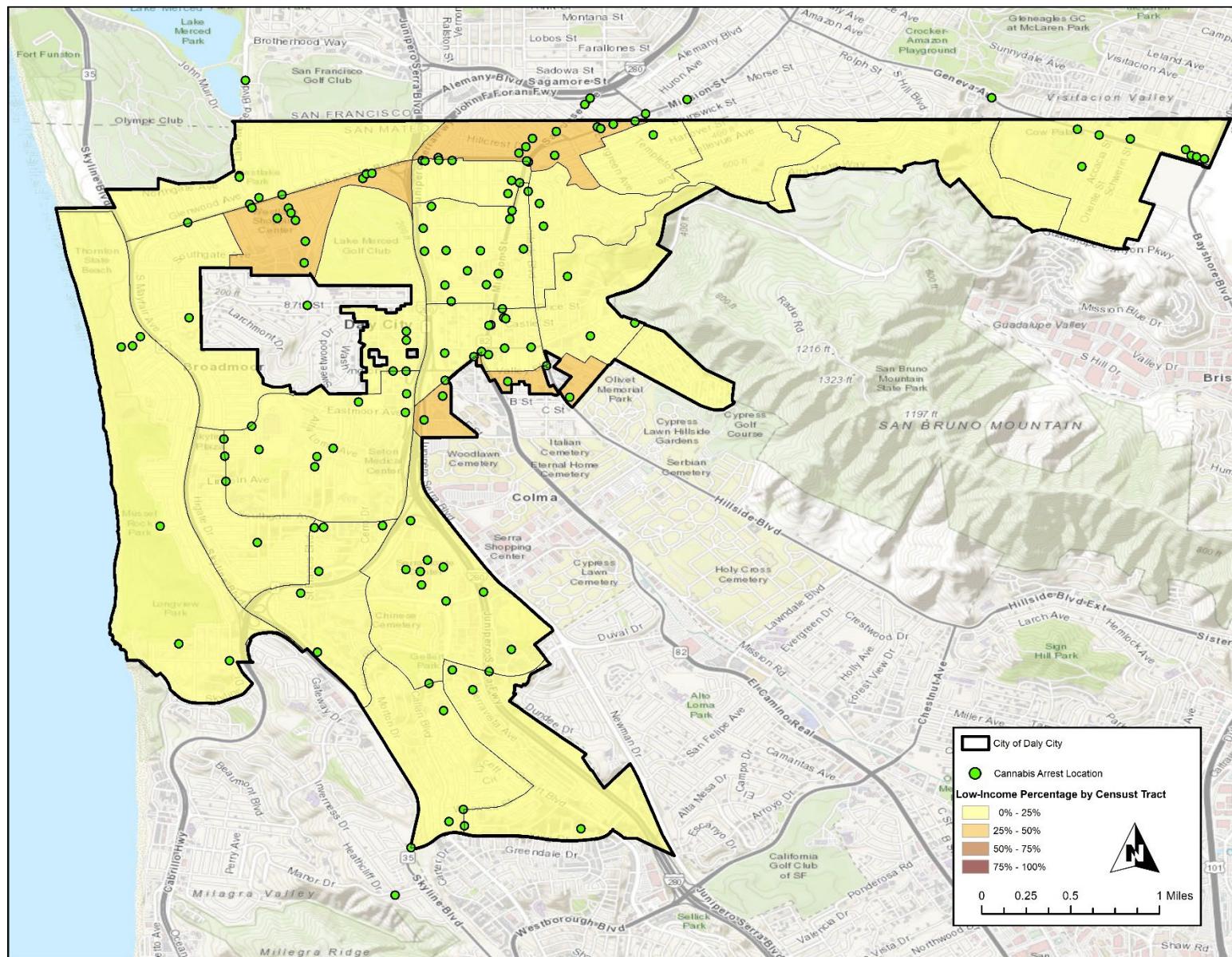
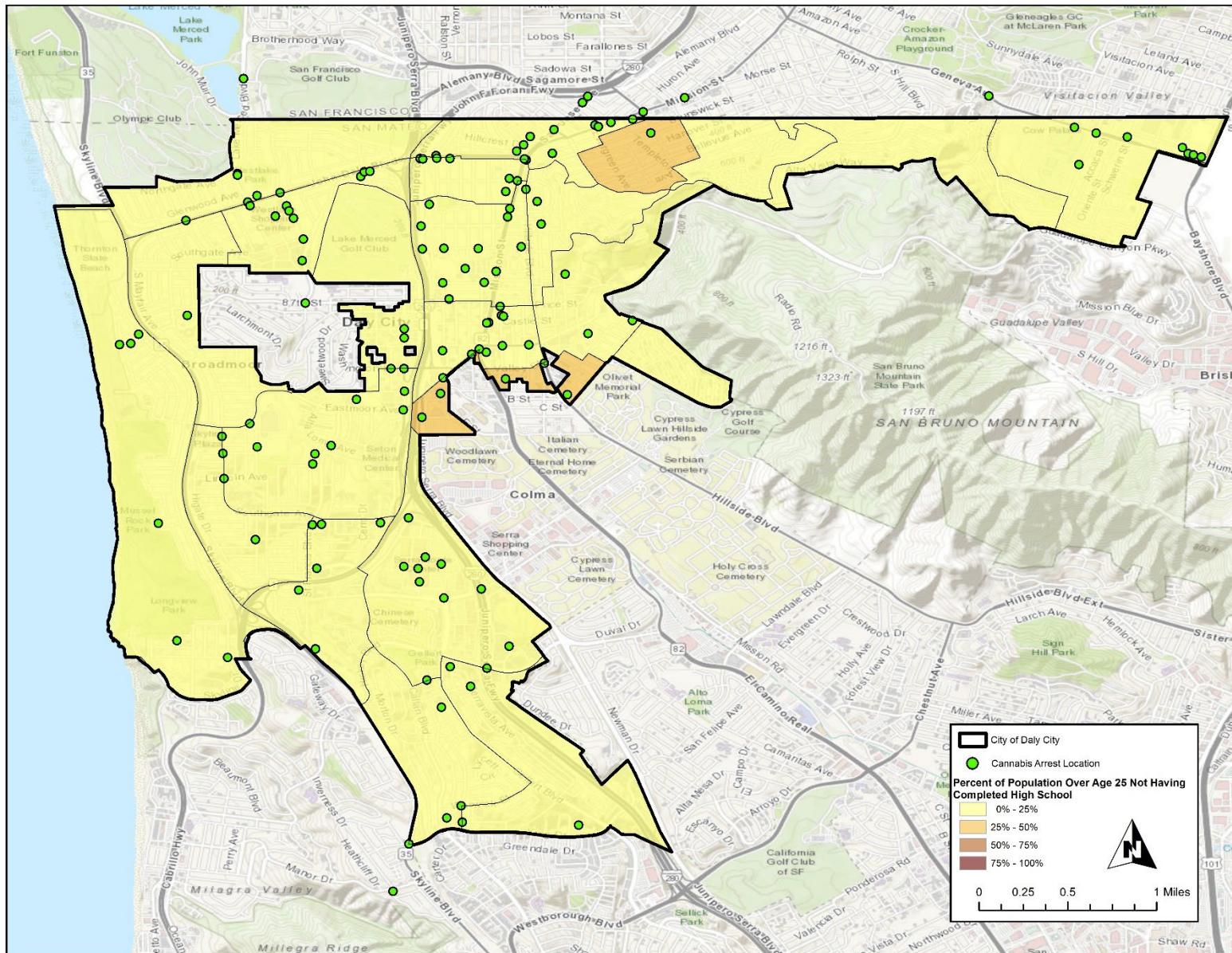


Figure 9 – Educational Attainment



## Disproportionately Affected Communities Analysis

This analysis examines the relationship between location of cannabis-related arrests and disadvantaged communities in Daly City. By identifying census tracts that have been historically impacted by cannabis criminalization, this assessment aims to inform policy decisions regarding equity-focused cannabis licensing.

### Correlation Between Cannabis Arrests and Socioeconomic Disadvantage

To identify socioeconomically disadvantaged areas, data was analyzed and ranked using a color-coded system to categorize census tracts based on their impact level:

<b>Green</b>	Minimal Impact
<b>Yellow</b>	Low Impact
<b>Orange</b>	Moderate Impact
<b>Red</b>	High Impact

Figure 10 presents the spatial relationship between cannabis-related arrests and socioeconomic indicators. A comparative analysis of arrest data and demographic indicators indicates a strong connection between disadvantaged census tracts and the concentration of cannabis-related arrests. Many of the census tracts with the highest arrest numbers also feature a large percentage of residents who are people of color, have lower income levels, and possess lower educational attainment.

However, the relationship is not entirely uniform. While most areas with high arrests align with indicators of social disadvantage, a few census tracts with significant arrest counts do not meet all three disadvantage criteria. Nonetheless, the overarching trend demonstrates a disproportionate impact on historically marginalized communities.

**Figure 10 – Cannabis Arrests and Socioeconomic Disadvantage by Census Tract**

Census Tract	Number of Arrests	Percent of Arrests	% People of Color	% Low Income	% Not Completed High School
06081600600	27	14%	95%	22%	13%
06081601400	23	12%	88%	10%	10%
06081601604	17	9%	80%	4%	3%
06081600701	16	9%	89%	34%	18%
06081600800	13	7%	84%	27%	14%
06081600200	12	6%	98%	22%	19%
06081600702	12	6%	82%	17%	5%
06081601301	12	6%	93%	20%	15%
06081601000	11	6%	82%	13%	8%
06081600900	9	5%	68%	14%	8%
06081601502	7	4%	89%	19%	14%
06081601605	7	4%	94%	13%	8%
06081601302	6	3%	96%	31%	33%
06081600502	5	3%	98%	17%	18%
06081601603	4	2%	93%	22%	8%
06081600501	2	1%	91%	18%	18%
06081601200	2	1%	73%	14%	7%
06081600402	1	1%	94%	17%	26%
06081601100	1	1%	83%	11%	10%
06081601501	1	1%	94%	11%	8%
06081600300	0	0%	80%	13%	8%
06081600401	0	0%	88%	15%	12%
06081601601	0	0%	82%	16%	16%

### Findings on Cannabis-Related Arrests

The data reveals significant variations in the distribution of cannabis-related arrests across census tracts. Several areas exhibit disproportionately high arrest rates, with the most impacted census tracts being:

- **Census Tract 06081600600** accounts for 14% of all arrests, with a population that is 95% people of color and 22% low-income.
- **Census Tract 06081601400** follows closely, representing 12% of arrests, with 88% people of color and 10% low-income.
- **Census Tract 06081600701** is another highly impacted area, making up 9% of arrests and characterized by 89% people of color, 34% low-income, and 18% of residents without a high school diploma.
- Other census tracts, such as **06081600800**, **06081600200**, and **06081600702**, also display considerable cannabis-related arrests while meeting multiple criteria for social disadvantage.

### Conclusions Regarding Disproportionately Affected Communities

The findings underscore the disproportionate impact of cannabis criminalization on historically marginalized communities. Findings from earlier research further contextualize the demographic patterns observed in the arrest data. From 2009 to 2024, cannabis-related arrests in Daly City disproportionately affected Black/African American and Hispanic/Latino individuals:

- Black/African Americans, despite making up only 3% of the city's population, accounted for 17% of cannabis-related arrests—a rate nearly 5.5 times higher than their population share.
- Hispanic/Latino individuals experienced an arrest rate nearly twice their population representation.
- Other demographic groups, including White and Asian populations, were arrested at rates more proportionate to or below their respective population percentages.

These disparities reinforce systemic inequalities, contributing to generational poverty, educational disparities, and financial barriers that hinder access to the legal cannabis industry.

## 2. Overview of Cannabis-Related Businesses and Activities

### City of Daly City Cannabis Legislative History

In October 2019, the Daly City Council adopted Ordinance No. 1434, adding Chapter 5.104 to the City's Municipal Code. This ordinance authorized commercial cannabis activities and established a framework for permitting and regulating such businesses. It required that, in addition to obtaining a state license, all commercial cannabis operators in Daly City must secure a Commercial Cannabis (-CC) Business License from the City. The ordinance also allowed City staff to develop a zoning overlay district to designate areas where commercial cannabis operations would be permitted.

In April 2021, Daly City enacted Ordinance No. 1446, which formally established the Cannabis Combining District Zoning Overlay. This overlay district created a distinct zoning designation, identifying specific properties within designated eligibility zones where commercial cannabis operations could operate by right.

Alongside the zoning overlay, the City adopted Ordinance No. 1447, amending Chapter 5.104 to refine its cannabis regulations. This ordinance limited commercial cannabis operations to retailers and testing laboratories while explicitly prohibiting cultivation, distribution, and manufacturing. Additionally, security requirements were strengthened, mandating 24-hour surveillance systems, secure product storage, and on-site security personnel.

To ensure fairness and transparency, Daly City implemented a lottery-based system for issuing business licenses. Applications must meet minimum eligibility criteria and be categorized by designated zones before being randomly selected for licensing. The licensing process requires multi-departmental coordination, with final approval from both the Planning Division and the Police Department before a license is issued.

The first round of solicitations for Commercial Cannabis Business License Applications was conducted from September 1, 2021, through October 1, 2021. A lottery selection of eligible applications took place on November 17, 2021.

### Allowable Land Use Zones

In accordance with the cannabis policy of the City of Daly City, commercial cannabis operators are permitted to establish themselves in specific zoning districts, contingent upon the approval of the necessary land use permits and the nature of the intended cannabis activity.

### Commercial Districts: (Retail)

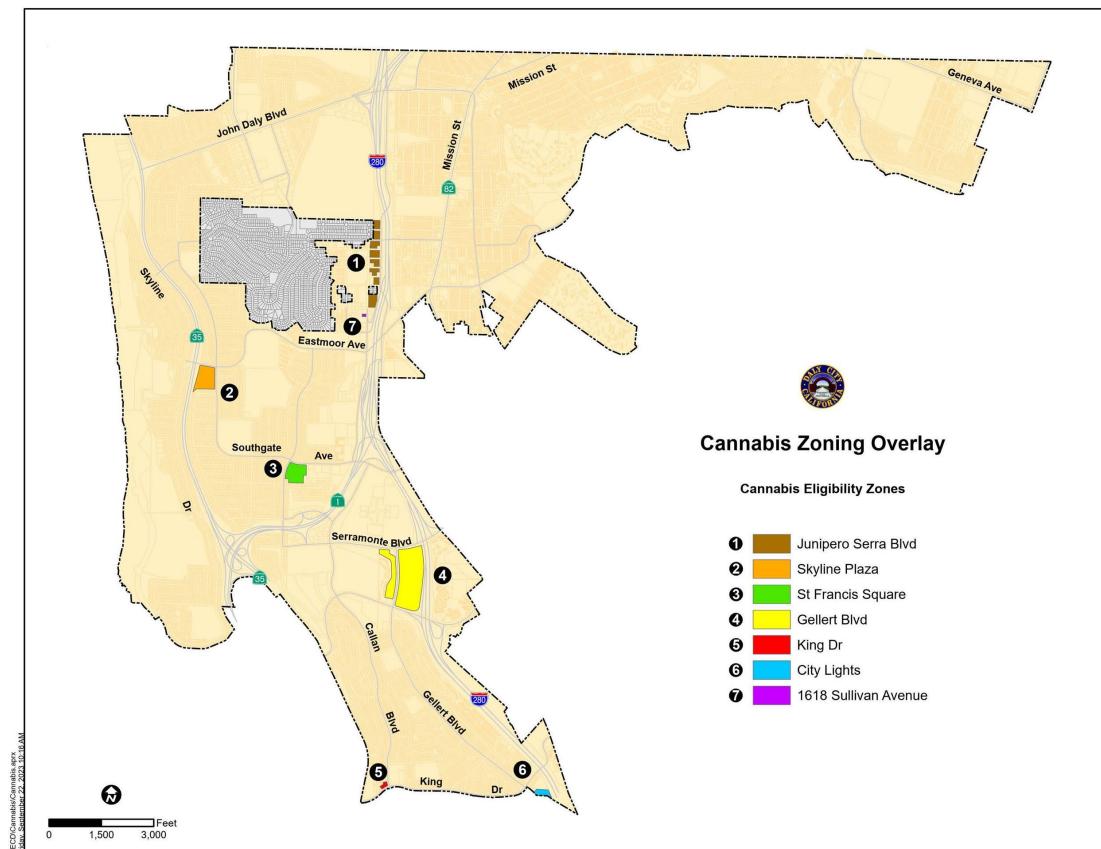
Retail cannabis businesses are permitted only in designated commercial zones. However, certain properties are excluded from the CC-Commercial Cannabis Combining District, including those located in the coastal zone, on the county line with San Francisco, or owned by the state or county. Additionally, properties zoned for Commercial Office (C-O), Manufacturing (M), or Planned Development (PD) are ineligible. Properties containing an existing or proposed gasoline service station are also excluded.

To regulate the concentration of cannabis businesses, only one retail cannabis operation is allowed within each of the seven designated commercial cannabis eligibility zones, effectively capping the total number of cannabis retail establishments in Daly City at seven.

### Testing Laboratories:

Cannabis testing laboratories are permitted in any commercial or industrial zone that allows similar medical or testing facilities.

**Figure 11 – Commercial Cannabis Eligibility Zone Map**



## Taxation:

On November 6, 2018, Daly City voters approved Measure UU implementing a Cannabis Business Tax for the City. The ordinance imposes a gross receipts tax capped at 10% on all cannabis businesses. On September 27, 2021, Council approved Resolution 21-132, adopting a tax rate structure for the voter approved Cannabis Business Tax. The current tax rates are outlined as follows:

- 2% of gross receipts for businesses with up to \$1 million in gross receipts
- 4% of gross receipts for businesses with up over \$1 million in gross receipts

## Fees:

The City has established a cannabis fee structure for the processing of applications and regulatory compliance. Below are adopted fee schedules:

- Commercial Cannabis Business License: \$621.00
- Cannabis Permits: \$270.00

## Current Cannabis Businesses

Daly City permits up to seven storefront retail cannabis businesses, with one license allocated per Eligibility Zone. As of the current reporting period:

- Four retail licenses have been issued in Zones 1, 2, 5, and 7.
- Two of these licensed businesses are operational, located in Zones 1 and 5.
- Three licenses remain available for Zones 3, 4, and 6.

In addition to retail businesses, the City also allows cannabis testing laboratories; however, no testing licenses have been issued to date.

## Expansion of Cannabis Permits and Activities

To establish a meaningful cannabis equity program, the City must allocate additional licenses exclusively for equity applicants. Currently, the City permits only retail and testing businesses, limiting opportunities for equity applicants if no licenses remain available. Of the seven retail licenses authorized, 4 licenses have already been awarded, presenting the City with a critical decision: whether to reserve the remaining licenses exclusively for equity applicants or expand the total number of permits to increase access.

Beyond retail and testing, the City could enhance equity participation by broadening the scope of allowable cannabis businesses. Expanding license categories to include cultivation, distribution, manufacturing, microbusinesses, and onsite consumption facilities would create additional pathways for equity applicants to enter the industry. These potential expansions are explored in detail below.

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## Cultivation

Cannabis cultivation refers to the process of growing cannabis plants, including harvesting, drying, curing, and trimming. There are three main categories of cannabis cultivation licenses issued by the State, which are determined by two key factors: the type of production and lighting utilized, and the number of plants grown or the size of the canopy. These license types are categorized as:

- **Outdoor cultivation:** cultivators who grow cannabis outside without using any artificial lighting on mature plants.
- **Indoor cultivation:** cultivators who grow cannabis in a permanent structure using artificial lighting.
- **Mixed-light cultivation:** cultivators who grow cannabis using a combination of natural and artificial lighting in a greenhouse, hoop-house, glasshouse, or other similar structure.

In addition to the cannabis cultivation licenses described above, the State also issues licenses for cannabis nurseries and processors.

- **Nursery:** A cannabis nursery license allows a business to cultivate clones, immature plants, and seeds used for propagation. Nurseries can only sell plants and cannot produce cannabis flower or other cannabis products. Nurseries may also provide clones, immature plants, or seeds to other licensed businesses.
- **Processor Licenses:** A cultivation processor license allows a business to only trim, sift, cure, dry, grade, package or label cannabis.

Local jurisdictions have the authority to ban or allow different types of cannabis cultivation, including indoor, mixed-light, and outdoor cultivation, within their boundaries. Some local municipalities have chosen to ban outdoor cultivation and mixed-light cultivation due to concerns about odor, potential impacts on nearby communities, and other land use considerations. Cultivation in urban areas is almost always limited to indoor facilities due to available properties and other land use considerations. In urban areas like Daly City, cultivation is predominantly restricted to indoor facilities.

In recent years, the California cannabis cultivation sector has faced some unprecedented challenges. The saturation point of cannabis cultivation market has been exceeded, creating restricted space for both existing licensed growers and newcomers to the market. The surplus in cultivated cannabis has resulted in substantial drops in wholesale prices, posing a considerable challenge for small-scale cultivators to remain competitive. As a result, gaining access to the fiercely competitive cultivation sector involves significant risks and requires substantial capitalization and a well-defined strategy to market their products. Nevertheless, the establishment of a comprehensive cannabis equity program can significantly contribute to overcoming barriers and facilitating a more seamless entry into the cultivation sector. This involves a combination of financial support, technical assistance, as well as innovative regulatory measures and strategic partnerships aimed at assisting equity brands in gaining access to retail shelf space.

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#### **Distribution:**

Cannabis distribution refers to the procurement, sale, and transport of cannabis and cannabis products between licensees. A cannabis distribution license is required to move cannabis and cannabis products between cultivation, manufacturing or distribution premises and transport finished cannabis goods to retail premises. In addition, cannabis distributors can provide storage services to other licensed entities and facilitate the testing of cannabis products. In California, there are two types of distributor licenses: Distributor and Transport-only Distributor. The main difference between a regular Distributor and a Transport-only Distributor is that a Transport-only Distributor is not authorized to hold or store cannabis products or transfer finished cannabis goods to retail premises.

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#### **Manufacturing and Shared-Use Manufacturing**

Cannabis manufacturing refers to the process of converting raw cannabis plant material into a variety of cannabis products, such as edibles, tinctures, oils, concentrates, and topicals. The manufacturing process involves extracting, processing, and refining the active compounds in cannabis, such as THC and CBD, in order to create a variety of cannabis products with different potencies, flavors, and effects. There are five different manufacturing license types, which are determined by the following factors: the activities performed, the chemicals used for extraction and post processing, and whether the manufacturer works in a shared-use facility. The different manufacturing license types issued are as follows:

- **Volatile solvent manufacturing licenses:** manufacturers who use volatile solvents, such as butane or propane, for extraction or post-extraction processing.
- **Non-volatile solvent manufacturing licenses:** manufacturers who use non-volatile solvents, such as ethanol or Carbon Dioxide, for extraction or post-extraction

processing. This also includes methods that employ mechanical or natural processes, such as pressing or heat and pressure, to extract cannabinoids from the cannabis plant.

- **Infusion licenses:** manufactures who create cannabis products through infusion. Infusion involves mixing cannabis extract or plant material with other ingredients to create a cannabis product.
- **Packaging and Labeling licenses:** manufacturers who can only package and label cannabis products.
- **Shared-use licenses:** multiple manufactures who share a single licensed manufacturing facility and equipment.

In 2018, the State of California Department of Public Health (CDHP) introduced a new manufacturing license known as "Type S - Shared Use Manufacturing." This license category is designed for manufacturers who operate within shared-use facilities, enabling multiple businesses to manufacture products from a single space. Drawing a parallel to the food industry, shared-use manufacturing is similar to shared-commercial kitchens where various businesses can rent a common facility to produce consumable goods such as brownies, cakes, cookies, and other items.

One notable advantage of shared-use manufacturing is its ability to lower the barrier to entry for individuals who may lack the capital to establish their own facilities. This is made possible by allowing businesses to rent space from larger manufacturing centers that are already in operation. The concept of shared-use manufacturing holds the potential to diminish barriers further by enabling multiple businesses to collectively share the costs associated with building and maintaining a manufacturing facility. Notably, cities such as Oakland, Sacramento, and Long Beach have incorporated the Type S license into their equity programs.

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### **Microbusinesses**

A cannabis microbusiness is a vertically integrated cannabis business that can engage in multiple commercial cannabis activities, including cultivation (up to 10,000 total square feet), manufacturing (non-volatile/infusion), distribution, and retail. A microbusiness is required to conduct at least three of the four activities listed above.

This licensing structure not only provides valuable opportunities for cannabis equity entrepreneurs but also empowers owners and operators to manage a small-scale, vertically integrated cannabis business. Controlling the production process allows companies to make their products at a lower cost and cut out the middleman. Another advantage is the ability to streamline operations and cut overhead costs, including rent and utilities, by conducting multiple activities within the same premises or location.

While the microbusiness model in the cannabis industry offers several advantages, it also comes with its own set of challenges. Firstly, the initial capital investment can be higher and more expensive compared to other business models. Additionally, operating a microbusiness necessitates operators specializing in all vertical sectors, both operationally and in adhering to regulations for all activities involved. One notable constraint is the limited availability of retail permits in the City, which restricts the ability of a microbusiness to include the retail component as part of its operations.

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### Onsite-Consumption Lounges

In California, Business and Professions Code Section 26200(g) permits licensed cannabis retail stores and microbusinesses authorized for retail sales to allow on-site consumption of cannabis. This means businesses holding a State retail license or microbusiness license may permit customers to consume cannabis products on their premises. However, while state law allows on-site consumption, local jurisdictions retain the authority to regulate or prohibit such establishments. As a result, individual cities and counties may impose their own restrictions, limiting the expansion of consumption lounges in certain areas.

Although the State has not developed extensive regulations for cannabis consumption lounges, it has established key operational requirements to ensure safe and responsible business practices. These include:

- Restricting access to individuals aged 21 and older to prevent underage consumption.
- Ensuring cannabis consumption is not visible from any public or age-restricted area to prevent public disturbances.
- Prohibiting the sale and consumption of alcohol and tobacco on-site to avoid potential harmful interactions with cannabis.

Despite the legal framework, cannabis consumption lounges in California have struggled to gain popularity and sustain business operations due to regulatory constraints, including restrictions on the types of products they can offer.

On September 30, 2023, California Assembly Bill 1775 (AB 1775) was signed into law, expanding the allowable activities for cannabis consumption lounges. The bill aims to enhance consumer experience and improve business sustainability by permitting:

- **Food and Beverage Sales:** In designated consumption areas, retailers may prepare and sell non-cannabis food and beverages. However, these food and beverage products must remain separate from any cannabis products sold or consumed on-site to prevent contamination or commingling.

- **Live Entertainment:** Licensed retailers and microbusinesses may host and sell tickets for live musical performances or other entertainment events in designated consumption areas, potentially increasing customer engagement and revenue opportunities.

The passage of AB 1775 represents a shift toward greater flexibility for on-site consumption businesses, allowing them to offer a more engaging and commercially viable experience.

### 3. Barriers to Entry

Understanding the barriers to entry into the cannabis industry for populations and communities who have been disproportionately or negatively impacted by cannabis enforcement is an important factor when developing and implementing an equity program. The success of a local equity program is dependent on the program's ability to reduce and eliminate these barriers. This section examines the prominent barriers to entry, which can be summarized into the following categories: Financial, Technical, and Criminal.

- **Financial barriers:** These barriers can include the high costs of starting and operating a cannabis business, such as licensing fees, insurance, and other start-up expenses. Affected communities may have difficulty accessing capital or may lack the financial resources to cover these costs.
- **Technical barriers:** These barriers can include a lack of knowledge about the cannabis industry and the regulatory environment, as well as a lack of access to resources and support to help aspiring cannabis entrepreneurs succeed.
- **Criminal barriers:** These barriers can include the collateral consequences of cannabis-related arrests and convictions, such as barriers to employment, education, and housing, as well as ongoing criminalization of cannabis in some states. These consequences can make it difficult for affected individuals to enter the legal cannabis industry.

Addressing these barriers is crucial to promoting fairness and equity in the cannabis industry and helping affected communities succeed as entrepreneurs. Cannabis equity programs can provide financial assistance, business development resources, and technical assistance to help individuals and communities overcome these barriers and enter the legal cannabis industry. It is important for these programs to be designed and implemented in a way that addresses the specific needs and challenges faced by affected communities.

#### Financial Barriers

When starting any business, financial barriers are among of the most common obstacles entrepreneurs face due to the high costs of local and State licensing fees and the tax burdens, especially in the regulated cannabis industry. Financial barriers present an even bigger challenge for economically disadvantaged individuals who have been disproportionately impacted by cannabis enforcement.

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### Access to capital or financing – start-up and operational

Starting and operating a cannabis business often requires significant amounts of capital, including funds for licenses, equipment, product, and other expenses. For individuals or businesses who do not have access to capital, it can be difficult to enter the industry or succeed as entrepreneurs. Many individuals and businesses seeking to enter the cannabis industry may have limited access to credit, which can make it difficult to secure the financing needed to start and operate a business. This may be due to a lack of credit history, collateral, or other factors.

Furthermore, existing federal banking regulations prevent most financial institutions from lending to cannabis businesses. Hence, cannabis businesses must rely on access to capital from personal wealth, friends and family, and investors for start-up costs. The impeded access to banking services also negatively affects the ability for cannabis businesses to run as efficiently. This barrier is more pronounced for disproportionately affected communities.

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### Access to real estate

Access to real estate can be a significant barrier to entry for individuals and businesses seeking to enter the cannabis industry, particularly for those who do not have the financial resources to purchase or lease property. This barrier may be due to a variety of factors, including:

- **High cost of real estate:** The cost of real estate in many areas, particularly in urban areas, can be high, making it difficult for individuals or businesses with limited financial resources to afford the necessary space for a cannabis business.
- **Limited availability of real estate:** In some areas, the availability of real estate that is suitable for a cannabis business may be limited, which can make it difficult for businesses to find the space they need.
- **Zoning restrictions:** Many localities have zoning laws that regulate the types of businesses that can operate in specific areas, and cannabis businesses may be restricted to certain areas or may be prohibited entirely. This can make it difficult for businesses to find suitable locations.
- **Discrimination:** Some landlords and property owners may be unwilling to rent or sell property to cannabis businesses due to negative attitudes towards the industry or concerns about legal risks. This can create barriers for businesses seeking to enter the cannabis industry.

By addressing these barriers and others, equity programs can help to promote fairness and equity in the cannabis industry and support the success of affected communities as entrepreneurs. This may include providing financial assistance to help with the cost of real estate, working to reduce zoning restrictions, or addressing discrimination in the real estate market.

## Licensing and regulatory fees

In addition to traditional business start-up (e.g., real estate, inventory, equipment, staffing, marketing, etc.) and operational costs, regulated cannabis businesses typically have a higher financial burden from state and local municipalities' licensing and regulatory fees. Licensing fees can be a significant barrier to entry for individuals and businesses seeking to enter the cannabis industry, particularly for those who do not have the financial resources to cover these fees. Licensing fees may be required at various stages of the cannabis business process, including:

- **Application fees:** Many jurisdictions require applicants to pay a fee when they apply for a cannabis business license. These fees vary widely depending on the jurisdiction and the type of license being sought.
- **Annual renewal fees:** In many jurisdictions, cannabis business licenses must be renewed annually, and a fee may be required to do so. These fees can be a burden for businesses with limited financial resources.
- **Compliance fees:** In addition to licensing fees, some jurisdictions may also require cannabis businesses to pay fees to cover the cost of compliance activities, such as inspections and audits.

By addressing these barriers and others, equity programs can help to promote fairness and equity in the cannabis industry and support the success of affected communities as entrepreneurs. This may include providing financial assistance to help cover licensing fees and other costs or working to reduce or eliminate these fees for certain groups or individuals.

## Technical Barriers

Technical barriers can refer to a range of challenges and obstacles that can prevent individuals or businesses from participating in the cannabis industry, even if they are otherwise qualified and capable. Some examples of technical barriers that may be encountered in the cannabis industry include:

### Business Ownership

The cannabis industry is highly specialized and requires significant industry knowledge and access to a network of regulated vendors. Additionally, traditional business experience is needed such as business plans, payroll taxes, inventory management, etc. Lastly, the cannabis business marketplace has historically been secretive and underground resulting in information and experience flowing slowly to new interested parties. Again, these barriers are more pronounced for disproportionately affected communities.

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## Legal and Regulatory

The cannabis industry is heavily regulated at the state and local level, and navigating these regulations can be complex and burdensome, particularly for those who are new to the industry. This can include requirements related to licensing, zoning, and other areas of compliance. Some aspects of the cannabis industry, such as cultivation and manufacturing, require specialized knowledge and expertise. For individuals or businesses who do not have this expertise, it can be difficult to enter the industry or succeed as entrepreneurs.

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## Awareness

Awareness of the significant business opportunities within the legal and regulated cannabis marketplace continues to be a significant barrier. Moreover, too often, equity-based programs intended to support disproportionately affected communities' access into the cannabis business have also struggled to be well-known within these communities. Additional outreach is needed.

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## Distrust of Government

Distrust in government can be a significant barrier to the success of cannabis equity programs, as it can discourage affected communities from participating in the programs or engaging with government agencies and officials. This distrust may be based on a range of factors, including historical and ongoing injustices, such as racial profiling and discrimination, and a lack of transparency and accountability on the part of government.

To address this barrier, it is important for cannabis equity programs to be designed and implemented in a way that is transparent, accessible, and fair, and that takes into account the specific needs and challenges faced by affected communities. This may include:

1. Involving affected communities in the design and implementation of the program: Engaging with affected communities and seeking their input and feedback on the equity program can help to build trust and ensure that the program is responsive to their needs and concerns.
2. Being transparent about the program's goals, objectives, and funding sources: Providing clear and transparent information about the program's goals, objectives, and funding sources can help to build trust and accountability.
3. Establishing clear and fair eligibility requirements: Establishing clear and fair eligibility requirements for the equity program can help to build trust and ensure that the program is accessible and fair to all affected communities.
4. Providing ongoing support and assistance: Providing ongoing support and assistance to affected communities as they participate in the equity program can help to build trust and ensure that the program is successful in promoting fairness and equity.

By addressing issues of distrust and building trust with affected communities, cannabis equity programs can be more effective in promoting fairness and equity in the cannabis industry.

## Criminal Barriers

Criminal records (often exposed through background checks) significantly impede an individual's ability to succeed in this industry, both as an owner and/or an employee. Former felons are often discriminated against by employers and in many cases earn a lower wage, get recommended for jobs less often, and tend to associate with individuals that also have fewer opportunities. In addition, a past criminal history can present significant challenges for cannabis operators such as accessing financing, loans, or even signing a lease.

These barriers can include the collateral consequences of cannabis-related arrests and convictions, such as barriers to employment, education, and housing. These consequences can make it difficult for affected individuals to enter the legal cannabis industry.

A criminal history, particularly a history of cannabis-related arrests and convictions, can have a significant impact on an individual's ability to enter the legal cannabis industry. This is because many states have laws that disqualify individuals with certain criminal convictions from obtaining licenses to operate cannabis businesses or from working in the cannabis industry.

In some cases, these laws may be based on a blanket ban on individuals with any criminal convictions, regardless of the nature or severity of the offense. In other cases, the laws may only disqualify individuals with certain types of convictions, such as convictions for violent crimes or drug offenses.

The impact of these laws can be especially significant for communities that have been disproportionately affected by cannabis criminalization, as they may have higher rates of arrests and convictions, even for low-level offenses. This can make it difficult for these communities to enter the legal cannabis industry, even if they are otherwise qualified and capable of operating successful businesses.

## 4. Community Outreach and Feedback

In addition to the analysis conducted in Section 1 above, outreach and education are an essential element of this Equity Assessment as they help to ensure widespread dissemination and comprehension of the assessment's findings by the communities that the study is intended to benefit. The Equity Assessment incorporated data collected through stakeholder interviews, public community meetings, and surveys, which helped provide policy recommendations to guide the City with the development of its equity program.

### Online Survey

In July of 2024, an online survey was conducted to ensure broad community engagement. The survey, available in both English and Spanish, was promoted across various channels to encourage participation from residents throughout the City. Survey results reveal that 54% of participants express a desire for the implementation of a cannabis equity program in Daly City. The complete findings of the survey, with responses from a total of 100 individuals, are detailed in Appendix B of this report.

### Community Meetings

To better understand the perspective of the community in regard to developing a local cannabis equity program in the City, the City and SCI Consulting Group hosted two community meetings. These meetings are detailed below:

- Community Meeting #1 (October 8, 2024, from 6:00-7:00pm at the Merced Room)
- Community Meeting #2 (November 20, 2024, from 6:30-7:30pm via Zoom)

The primary purpose of these meetings was twofold: to disseminate crucial information about the City's forthcoming Cannabis Equity Assessment and to actively seek public input and gather valuable perspectives on the community's needs, opportunities, and obstacles in the development of the City's Cannabis Equity Program. The meeting aimed to foster an inclusive environment where attendees could receive comprehensive details regarding the proposed Cannabis Equity Program. It served as a platform for the City, SCI Consulting Group, and Global Reach Strategies to share insights, guidelines, and objectives related to the program. Participants had the opportunity to gain an in-depth understanding of the City's vision, goals, and strategies for promoting social equity in the cannabis industry.

Moreover, the meeting strived to encourage active engagement from the community by providing space for public comments and suggestions. Attendees were invited to share their thoughts, perspectives, and recommendations on ways the City could enhance and broaden the existing Cannabis Equity Program. This feedback was deemed vital to ensure that the program aligned with the needs and aspirations of the community it intended to serve. A recording of the second meeting was uploaded to the City's equity webpage.<sup>3</sup>

## Stakeholder Interviews

Key stakeholders in Daily City were engaged through one-on-one interviews, serving as the primary method for collecting essential data. The interviews aimed to gain insights into the community, identify opportunities and challenges, and pinpoint key areas of interest relevant to the City's Cannabis Equity Program. Two rounds of stakeholder meetings occurred between November 1, 2024, and November 30, 2024. In total, 10 interviews were conducted, involving stakeholders from diverse sectors:

- Current cannabis operators
- Prospective equity applicants
- Community members impacted by the War on Drugs
- Local non-profit organizations
- Local medical cannabis and cannabis equity activists

## Summary of Feedback and Common Themes

The feedback provided by the interviewees underscores the multifaceted nature of challenges facing equity applicants in the cannabis industry. The interviewees collectively emphasize the need for a comprehensive and inclusive cannabis equity program that addresses financial, technical, and educational barriers, as well as support mechanisms for the sustainable success of equity applicants in the industry. Participants also stress the importance of clear eligibility criteria, direct grant funding, and accountability mechanisms to ensure the effectiveness and impact of equity programs.

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<sup>3</sup> <https://dalycity.org/1238/Cannabis-Equity>

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### **Barriers to Entry and Financial Challenges:**

Financial challenges were consistently cited as major barriers to entry into the cannabis industry. These include difficulties in securing funding, navigating complex financial processes, and overcoming capital barriers. Many equity applicants lack access to traditional banking due to federal cannabis restrictions, making them reliant on predatory lenders, high-interest loans, or personal savings—none of which are sustainable for long-term business operations. Strategies to alleviate these financial burdens, such as low-interest state-backed loans, local grant opportunities, and technical assistance, were key focuses in stakeholder feedback.

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### **Smoke Shops and Illicit Market Competition**

Stakeholders raised significant concerns about the sustainability of Daly City's cannabis industry, citing multiple threats that could undermine equity and limit opportunities for new entrants. Stakeholders highlighted the rapid proliferation of smoke shops and unlicensed retailers, many of which operate without the same regulatory oversight and compliance burdens imposed on legal cannabis businesses. These shops often sell cannabis products from the illicit market, which do not undergo lab testing, undercutting legal operators on price while posing public health risks.

#### **Impact on Equity:**

- Equity applicants face higher regulatory compliance costs, including security, taxes, and licensing fees, making it difficult to compete with unlicensed smoke shops that sell similar products at lower prices.
- The lack of enforcement against these unregulated businesses erodes consumer trust in legal cannabis and diminishes the financial viability of small, equity-owned dispensaries.
- The presence of unregulated cannabis sales perpetuates the disparities that cannabis equity programs aim to address, as equity operators—many of whom were impacted by past criminalization—are now being outcompeted by businesses operating in a legal gray area.

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### **Oversaturation of Retail Licenses in a Small Business Area**

Daly City's relatively small commercial districts are seeing a growing number of cannabis retail licenses being issued, raising concerns about market saturation.

#### **Impact on Equity:**

- The oversaturation of retail licenses can create intense competition, forcing small and equity-owned businesses to struggle against better-funded, multi-state operators (MSOs).
- Excessive retail density may create negative public perception, leading to stricter regulations or moratoriums that disproportionately impact equity applicants.

- The limited customer base in Daly City may not be sufficient to support a high volume of dispensaries, making it harder for small, locally owned businesses to generate sustainable revenue.

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### Land Use and Zoning Restrictions

Despite Daly City allowing cannabis businesses, restrictive zoning laws make it difficult for equity applicants to secure viable locations. Stakeholders noted that high rental prices and limited available spaces within permitted zones give landlords excessive leverage, often demanding unreasonable lease terms or requiring businesses to pay a premium to secure a compliant location.

#### Impact on Equity:

- Equity applicants are often priced out of commercial spaces, forcing them into unfavorable leasing agreements or preventing them from opening at all.
- Larger, well-capitalized cannabis companies can afford to outbid smaller operators for prime locations, reinforcing market inequities.
- Limited available properties push cannabis businesses into clustered zones, further intensifying the impact of oversaturation.

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### Recommendations and Equity-Focused Solutions:

Stakeholders emphasized the need for proactive measures to support cannabis equity applicants in overcoming these challenges. Proposed solutions include:

- **Stronger enforcement against unlicensed smoke shops** to ensure compliance with local cannabis regulations and prevent illegal sales that undermine legal businesses.
- **A balanced approach to retail licensing** to prevent oversaturation while still fostering a competitive and diverse cannabis marketplace.
- **Financial incentives for landlords** to lease commercial spaces to equity applicants at fair market rates.
- **Zoning reforms** that expand available locations for cannabis businesses to prevent clustering and ensure equitable access to commercial real estate.

The stakeholder interviews revealed that while cannabis equity programs provide critical support, systemic challenges—including competition from the illicit market, an oversaturated retail environment, and restrictive zoning—must be addressed to ensure the long-term success of equity applicants in Daly City's cannabis industry.

## 5. Best Practices

The following section reviews equity programs in several jurisdictions, including Oakland, Los Angeles, San Francisco, Long Beach, and Sacramento. These reviews aim to compare equity programs and establish the best practices for equity programs. Each of these assessments highlight eligibility requirements for the equity program, available financial assistance for program participants, advantages related to licensing and permitting for participants, and other additional program benefits provided to equity applicants.

### City of Oakland - Cannabis Equity Program (2017)

#### Eligibility Criteria

To qualify for the local equity program, a local equity applicant must:

- Be a resident of Oakland;
- Have an annual income at or less than 80 percent of Oakland Average Medium Income (AMI) adjusted for household size; and
- Either (i) has lived in any combination of Oakland police beats 2X, 2Y, 6X, 7X, 19X, 21X, 21Y, 23X, 26Y, 27X, 27Y, 29X, 30X, 30Y, 31Y, 32X, 33X, 34X, 5X, 8X and 35X for at least ten of the last twenty years or (ii) Was arrested after November 5, 1996 and convicted of a cannabis crime committed in Oakland.

#### Financial Assistance

##### Loan Program:

The Equity Loan Program provides Interest-free loans to eligible cannabis equity applicants. This program is funded through their cannabis tax revenue and loan repayments are used to support forthcoming loans for equity applicants. Loan disbursements are structured into several tiers, each designed to support applicants in building and maintaining viable businesses. It's important to note that in September 2020, the loan term was extended from four to six years, allowing for more flexibility. As of June 2022, the loan tier amounts were established as follows:

- **Tier 1** - Establish the Business: \$5,000
- **Tier 2** - Become Compliant: \$10,000
- **Tier 3** - Open the Business: \$15,000
- **Tier 4** - Start Operations: \$25,000
- **Tier 5** - Grow the Business: \$60,000

- **Tier 6 - Expand the Business: \$35,000**

#### **Grant Program:**

The City of Oakland's Cannabis Equity Grant Program utilizes funding from the Governor's Office of Business and Economic Development ("Go-Biz") to offer grants to entrepreneurs participating in Oakland's cannabis equity program. The grants are distributed in tiers, strategically structured to assist Equity Applicants in building sustainable and thriving businesses. If an Equity Applicant successfully fulfills the requirements of all five grant tiers, they become eligible to receive a maximum grant amount of \$150,000 as outlined below:

- **Tier 1 - Establish the Business: \$5,000**
- **Tier 2 - Become Compliant: \$10,000**
- **Tier 3 - Open the Business: \$15,000**
- **Tier 4 - Start Operations: \$25,000**
- **Tier 5 - Grow the Business: \$60,000**
- **Tier 6 - Expand the Business: \$35,000**

#### **Workforce Development Grant:**

The City's Workforce Development Grant Program provides up to \$50,000 for each equity applicant that recruits, trains, and retains a qualified and diverse workforce. This program is funded through a \$1,000,000 grant received from Go-Biz. As of January 8, 2021, all funds available have been allocated to applicants for the Workforce Development Grant Program.

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#### **Licensing and Permitting**

- Fee waivers and exemptions.
- Permitting Ratio: equity and general cannabis permits are issued on a 1:1 ratio.

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#### **Additional Program Services**

- Technical assistance and training
- Pro bono Legal Services
- Cannabis Incubator Program
- Shared Use Manufacturing Facilities
- Purchasing of Property Grants

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#### **San Francisco – Office of Cannabis - Equity Program (2017)**

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#### **Eligibility Criteria**

To qualify as an Equity Applicant, you must:

- Apply as a person, not a company.
- Have net assets below established limits for each household. This means you will not qualify as an Equity Applicant if your 1-person household has net assets over \$193,500.
- Be one of the following:
  - the business owner
  - own at least 40% of the business and be the CEO.
  - own at least 51% of the business.
  - a board member of a non-profit cannabis business where most of the board also qualify as Equity Applicants
  - an individual with a membership interest in a cannabis business formed as a cooperative
- Meet at least three of the following six equity conditions:
  - Have a household income below 80% of the average median income (AMI) in San Francisco for 2018.
  - Have been arrested for or convicted of the sale, possession, use, manufacture, or cultivation of cannabis (including as a juvenile) from 1971 to 2016.
  - Have a parent, sibling or child who was arrested for or convicted of the sale, possession, use, manufacture, or cultivation of cannabis (including as a juvenile) from 1971 to 2016.
  - Lost housing in San Francisco after 1995 through eviction, foreclosure or subsidy cancellation.
  - Attended school in the San Francisco Unified School District for a total of 5 years from 1971 to 2016.
  - Have lived in San Francisco census tracts for a total of 5 years from 1971 to 2016 where at least 17% of the households had incomes at or below the federal poverty level.

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## Financial Assistance

### **Grant Program:**

San Francisco's "Step by Step" grant program provides grants to eligible equity cannabis businesses for startup and ongoing costs. Equity businesses can obtain grants for up to \$55,000-\$75,000. Grant funds may be used for the following eligible expenses:

- Rent
- Regulatory compliance
- Legal assistance
- Application and regulatory fees
- Testing of cannabis
- Furniture
- Fixtures and equipment
- Capital improvements

- Banking and escrow fees
- Accounting services
- Packaging and materials
- Marketing and advertising
- Tax liability of the cannabis business

### **Licensing and Permitting**

- Fee waivers and exemptions.
- Priority processing of applications.

### **Additional Program Services**

- Technical assistance and training
  - Professional Development
  - Security Consulting
  - Permitting and Grants Services
- Pro bono Legal Services

## **City of Sacramento - Cannabis Opportunity Reinvestment and Equity (C.O.R.E.) Program (2018)**

### **Eligibility Criteria**

- **Classification 1:** Lives or have lived in a low-income household in Sacramento AND: a) Have been arrested in Sacramento for cannabis-related crime between 1980-2011 or b) An immediate family member who meets the description above.
- **Classification 2:** Lived in a low-income household in the following zip codes for 5 consecutive years between 1980 and 2011: 95811, 95815, 95817, 95820, 95823, 95824, 95826, 95828, 95818, 95838 and 95832.
- **Classification 3:** Businesses with no less than 51% ownership by Classifications 1& 2 individuals.
- **Classification 4:** CORE Program Incubator
- **Classification 5:** Cannabis Social Enterprise with no less than 51% ownership by Classifications 1& 2 individuals.

### **Financial Assistance**

#### **Loan Program:**

The CORE Capital Loan Program is a 6-year, zero-interest loan program offered to cannabis equity businesses, funded by grants from Go-Biz. Repayments from loans are reinvested into the program to provide ongoing loan opportunities for CORE participants. The maximum initial loan amount for first-time applicants is \$50,000, provided they have a signed business lease for a location or own a premise. A Verified CORE individual has the option to apply for \$50,000 for each leased or owned location. Loan Applicants can request Follow-on Loans in \$50,000 increments.

#### **Grant Program:**

The CORE Grant Program is a noncompetitive, tiered grant process where the amount allocated to each tier is determined by the number of qualified applicants. Grant awards range from a minimum of \$10,000 to a maximum amount determined by the total number of valid applications received during the application period. The program is funded through grants funds received by Go-Biz.

Qualifying Categories/Tiers:

- **Business with No BOP (Tiers 1-4)**
  - Tier One - Applied for CUP
  - Tier Two - Has CUP (Approved or Existing – must be consistent with the use for proposed cannabis business)
  - Tier Three - Building Permits Issued
  - Tier Four - Certificate of Occupancy Issued
- **Business with BOP (Tier 5)**
  - Funding can be used for any regulated cannabis business purposes: inventory, equipment, rent, marketing, etc.

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#### **Licensing and Permitting**

- Fee waivers and exemptions.
- Priority processing of applications.
- Exclusive access to any future storefront dispensary permits.

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#### **Additional Program Services**

- Technical assistance and training
- Cannabis Incubator Program

## City of Los Angeles – Cannabis Social Equity Program (2017)

### Eligibility Criteria

To be verified as a Social Equity Individual Applicant, an applicant must satisfy two of the three following criteria:

- Cannabis arrest or conviction in California for any crime relating to the sale, possession, use, manufacture, or cultivation of Cannabis that occurred prior to November 8, 2016.
- 10 years of cumulative residency in a Disproportionately Impacted Area as defined by police reporting districts.
- Qualify as Low Income in the 2020 or 2021 calendar year.

### Financial Assistance

#### Grant Program:

The Social Equity Entrepreneur Development Rental Assistance Grant Program (SEED Rental Grant Program), funded by Go-Biz, offers grants to equity applicants who have active cannabis applications and have secured leases or binding Letters of Intent. Retail equity applicants can receive \$50,000 in grant funds distributed over three disbursements. Non-retail equity applicants may receive a single disbursement of \$10,000 in grant funds.

### Licensing and Permitting

- Fee waivers and exemptions.
- Priority processing of applications.
- Retail permit lottery

### Additional Program Services

- Business, Licensing, Compliance and Technical Assistance
- Pro-bono and Low-bono Legal Services Program

## City of Long Beach – Cannabis Equity Program (2018)

### Eligibility Criteria

A SEED equity applicant must satisfy the following criteria:

- Be a natural person; and

- In the last year, have had an annual family income at or below eighty percent (80%) of the Los Angeles-Long Beach-Glendale (LA County) Area Median Income (AMI), and a net worth below \$250,000; and
- Have lived in a Long Beach census tract for a minimum of five (5) years, either consecutively or in total, where at least fifty-one (51%) of current residents have a household income at or below eighty percent (80%) of the Los Angeles Area Median Income; and
- Meet at least one of the following criteria:
  - During the period of 1971-2016, was arrested for, convicted of, or adjudged to be a ward of the juvenile court for any crime under the laws of California or any other jurisdiction relating to the sale, possession, use, manufacture, or cultivation of cannabis; or
  - Has a parent, sibling, or child who, during the period of 1971-2016, was arrested for, convicted of, or adjudged to be a ward of the juvenile court for any crime under the laws of California or any other jurisdiction relating to the sale, possession, use, manufacture, or cultivation of cannabis.

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## Financial Assistance

### Grant Program:

The Cannabis Equity Direct Grants Program, funded by GO Biz, offers grants to local cannabis equity entrepreneurs. Grants are distributed at four key stages of the business license process, aiding Equity Applicants in establishing sustainable cannabis businesses. The grant amount varies depending on the type of cannabis business and the size of the facility if an Equity Applicant fulfills all milestones' requirements.

#### Grant Milestones:

- **Milestone #1:** Securing Your Business Location
- **Milestone #2:** Drawing Up Plans
- **Milestone #3:** Starting Construction
- **Milestone #4:** Opening Your Business

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## Licensing and Permitting

- Fee waivers and exemptions.
- Priority processing of applications.
- Application Workshops
- Exclusive access to any future storefront dispensary permits.

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### Additional Program Services

- Technical assistance and training
- Community Reinvestment Program
  - Adult-use cannabis businesses must submit plans outlining their strategies for supporting and reinvesting in communities that have been most affected by the war on drugs.
- Cannabis Equity Employment Program
  - Adult-Use Cannabis Businesses must have Equity Employees working for at least 40% of the total annual work hours at the establishment.

## 6. Findings and Recommendations

The following section presents key findings from this Equity Assessment and presents recommendations regarding policy options to enhance and improve equitable access and ensure diversity and inclusion in the cannabis industry. To support policymakers in shaping and executing the City's cannabis equity program, we have formulated the subsequent recommendations.

### 1. Adopt Regulatory Changes to Provide Opportunities for Equity Ownership

#### **Finding: Limited Availability of Cannabis Licenses**

The City has a limited number of retail cannabis licenses available, restricting opportunities for new businesses, particularly for equity applicants who face financial and systemic barriers to entry. Establishing a cannabis equity program requires intentional policy changes to ensure historically impacted individuals have meaningful access to ownership opportunities.

#### **Recommendation**

To promote equity and increase participation from impacted communities, the City should consider:

- Reserve all remaining retail licenses exclusively for equity applicants to ensure they have a fair opportunity to enter the market.
- Increase the total number of available retail permits to create more business opportunities while maintaining regulatory oversight.
- Expand cannabis business license categories beyond retail to cultivation, distribution, manufacturing, and microbusinesses, allowing equity applicants to participate in a broader range of industry sectors.

#### **Finding: Restrictive Zoning Laws Limit Equity Applicants' Access to Viable Locations**

While Daly City permits cannabis businesses, restrictive zoning regulations make it challenging for equity applicants to secure compliant and affordable locations. Current zoning policies limit available commercial spaces, leading to high costs, clustering in certain areas, and limited geographic accessibility for new businesses.

#### **Recommendation**

To ensure fair access to commercial real estate for equity applicants, the City should consider:

- Implement zoning reforms to expand the number of eligible locations for cannabis businesses, preventing overconcentration and promoting equitable distribution.
- Allow equity applicants access to additional zoning districts (e.g., mixed-use, light industrial, and commercial zones) to create more location options.
- Adopt a "buffer zone exception" for equity applicants that provides flexibility in areas where zoning restrictions disproportionately impact accessibility.
- Offer city-sponsored site acquisition assistance, such as financial incentives or city-owned properties designated for equity applicants.
- Prevent real estate speculation and predatory leasing practices by ensuring landlords cannot exploit zoning restrictions to charge excessively high rent to cannabis businesses.

## 2. Equity Program Eligibility Criteria

**Finding: Equity program eligibility should prioritize individuals and communities disproportionately affected by cannabis enforcement, ensuring those most impacted have access to opportunities in the legal cannabis industry.**

To ensure the Cannabis Equity Program effectively supports those disproportionately impacted by cannabis enforcement, eligibility criteria must be inclusive, data-driven, and designed to remove systemic barriers. A well-structured framework will prioritize individuals and communities most affected by cannabis criminalization, while maintaining accessibility and fairness. Based on the analysis of disproportionately affected communities, the City should consider the following eligibility criteria:

- Cannabis conviction or arrest history
- Low-income status
- Residency
- Ownership
- Eligibility Tiers

### Recommendation: Conviction History

Prioritize individuals who have been arrested or convicted for cannabis-related offenses.

- Minimum eligibility should include individuals with a past cannabis-related arrest or conviction.
- Expand eligibility beyond Daly City to include arrests or convictions anywhere within California to reflect the broad impact of criminalization.
- Include immediate family members (parents, siblings, children, or spouses) of individuals with cannabis-related arrests or convictions, recognizing the intergenerational consequences of cannabis enforcement.

**Rationale:**

Research confirms that Black and Hispanic/Latino communities have been disproportionately criminalized. Restricting eligibility to Daly City arrests would exclude many individuals who were impacted but later moved due to displacement, gentrification, or economic hardship. Including family members ensures the program reaches those indirectly affected.

**Recommendation: Low-income Status**

Require applicants to meet a clearly defined low-income threshold to ensure resources benefit those most in need.

- Set eligibility at or below 80% of the Area Median Income (AMI)—a standard used by other cannabis equity programs across the state.

**Rationale:**

Establishing clear financial criteria prevents the program from being exploited by individuals who do not face significant economic barriers. A well-defined low-income threshold ensures resources are allocated to those who need them most.

**Recommendation: Residency Consideration**

Ensure the program benefits both current and former Daly City residents who have been impacted by cannabis enforcement and the War on Drugs.

- Residency requirements should consider both current and former Daly City residents who lived in disproportionately affected areas.
- Cumulative residency should be required rather than consecutive years, to avoid penalizing those displaced due to gentrification or economic instability.
- Possible residency thresholds:
  - 3 years minimum (Long Beach Model)
  - 5 consecutive years (Sacramento Model)
  - 10 years cumulative (Oakland Model)
- Residency eligibility could also be extended to those who:
  - Attended school in Daly City
  - Own a business in Daly City

**Legal Consideration:**

Recent lawsuits have challenged residency-based eligibility requirements in cannabis equity programs, arguing they violate the Dormant Commerce Clause of the U.S. Constitution.

To mitigate legal risks while ensuring the Cannabis Equity Program prioritizes those most impacted by cannabis enforcement, the City should incorporate a Community Ties approach into the application process. Instead of requiring residency as a strict eligibility criterion, the program should implement a weighted point system that awards additional points to applicants with strong connections to Daly City's disproportionately affected communities. Applicants can receive additional points for demonstrating one or more of the following:

- Current or past residence in affected areas
- School attendance in Daly City
- Business ownership in Daly City

**Rationale:**

A residency requirement alone may not fully capture the socioeconomic effects of cannabis criminalization. A more holistic approach incorporating community ties and socioeconomic factors ensures the program benefits the right people while reducing legal vulnerabilities.

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**Recommendation: Ownership Consideration**

Implement an equity ownership percentage threshold that balances protecting equity applicants while maintaining investment flexibility.

- Many California cities require at least 51% equity ownership, ensuring that social equity participants retain control over their businesses and are not exploited by outside investors.
- However, requiring a strict 51% threshold may discourage outside investors who provide essential funding.
- Recommended ownership range: 40%-51%, allowing flexibility while ensuring equity applicants maintain decision-making power.
- Legal and business support should be provided to help equity applicants navigate ownership agreements and avoid predatory partnerships.

**Rationale:**

Setting ownership at 40%-51% ensures equity applicants benefit from the program while allowing flexibility in investment structures. Legal assistance will protect applicants from predatory investors seeking to take advantage of the program.

### 3. Equity Program Application and Permitting

**Finding: Cannabis program's application and permitting process can have financial and bureaucratic barriers.**

The equity program's application and permitting process should be designed to maximize equity applicant success while incentivizing sustained participation and support. A structured, efficient process can help reduce financial and bureaucratic barriers, ensuring equitable access to cannabis business opportunities.

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**Recommendation:**

To improve equity applicant success and incentivize ongoing support for equity applicants, the City can consider the following:

- **Priority Application and Expedited License Processing:**
  - Establish a fast-track review process for equity applicants to reduce wait times and provide quicker access to the legal market.
  - Implement a dedicated city liaison to assist equity applicants in navigating the permit process.
- **Dedicated License Allocation:**
  - Reserve a set number of licenses exclusively for equity applicants.
  - Explore expanding available licenses (e.g., manufacturing, distribution, microbusinesses etc.) specifically for equity-eligible applicants.
- **Provisional Approval:**
  - Allow provisional approval of licenses before securing a business location to help equity applicants attract investors and secure financing.
  - Provide a time-limited window for provisional permit holders to finalize site selection and obtain full approval.
- **Amnesty Program:**
  - Implement an amnesty initiative that allows existing nonconforming cannabis businesses operating without permits to transition into the legal market under the equity program.
  - Provide compliance assistance, reduced penalties, and business development support to help them meet regulatory requirements.

#### 4. Equity Program Benefits and Services

**Finding #5: Access to the regulated cannabis marketplace is hindered by financial, technical, and criminal barriers.**

**Recommendation:**

The City should implement comprehensive support services to remove entry barriers and promote equity applicant success. These services should address financial, administrative, business, and legal challenges through direct assistance and strategic partnerships.

Barriers	Recommendations
<b>Financial</b>	<ul style="list-style-type: none"> <li>Establish a loan or grant program to assist with start-up capital and ongoing business expenses.</li> <li>Implement a fee deferral or waiver program to reduce upfront licensing and application costs.</li> <li>Cover training and certification fees to help applicants meet industry requirements.</li> </ul>
<b>Administrative Assistance</b>	<ul style="list-style-type: none"> <li>Provide application assistance and permitting workshops to guide equity applicants through the licensing process.</li> <li>Offer cannabis regulatory compliance training to ensure businesses meet local and state requirements.</li> <li>Establish pro bono legal assistance programs for business structuring, contracts, and compliance.</li> </ul>
<b>Technical Assistance</b>	<ul style="list-style-type: none"> <li>Creation of training curriculum or partnership with local academic institutions or businesses</li> <li>General business development training</li> <li>Cannabis-specific business training</li> <li>Cannabis employment training</li> <li>Apprenticeship/mentorship programs</li> <li>Leverage existing resources and partnerships</li> </ul>
<b>Criminal</b>	<ul style="list-style-type: none"> <li>Create a program for expungement services to assist those with past cannabis convictions to get their records</li> </ul>

## 5. Stakeholder and Public Outreach and Education

**Finding :** Additional stakeholder and public outreach, along with educational efforts, can inform the development of the City's equity program, raise awareness, and diminish social stigma.

Effective stakeholder engagement and public education are crucial for the success of the City's cannabis equity program. Involving local stakeholders, particularly impacted communities, ensures the program is responsive to their needs. Additionally, historical distrust in government, social stigma, and misinformation about cannabis and cannabis business ownership continue to pose significant challenges. Addressing these issues through targeted outreach and education will increase program participation, restore trust, and destigmatize cannabis-related entrepreneurship.

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**Recommendation:**

The City should consider developing and implementing a comprehensive outreach and education strategy focused on raising awareness, restoring trust, and reducing stigma. Strategies to achieve these goals include:

**▪ Community Outreach and Education:**

- Host public meetings, workshops, and listening sessions to provide information about the cannabis equity program and address community concerns.
- Engage directly with impacted communities through local events, neighborhood organizations, and town halls.
- Develop culturally competent educational materials tailored to different communities, including multilingual resources.

**▪ Media and Public Relations:**

- Use press releases, media interviews, and feature stories to communicate the benefits and objectives of the equity program.
- Collaborate with local media outlets, radio stations, and newspapers to expand outreach efforts.
- Create public service announcements (PSAs) addressing misconceptions about cannabis businesses and the equity program.

**▪ Partnerships and Collaborations:**

- Work with community-based organizations, advocacy groups, and business networks to enhance outreach efforts and build trust.
- Partner with legal aid groups, workforce development programs, and small business support organizations to provide direct services to equity applicants.
- Involve trusted community leaders and influencers in outreach efforts to improve credibility and engagement.

**▪ Social Media & Digital Outreach:**

- Establish an official online presence (website, social media pages) to provide real-time updates and program information.
- Create educational videos, infographics, and testimonials from equity applicants to highlight success stories and promote participation.
- Use targeted digital advertising to reach impacted communities and spread awareness of available resources.

## 6. Raise Awareness of Expungement Opportunities

**Finding:** A criminal record can severely restrict an individual's ability to secure employment, obtain housing, apply for government assistance, and access financial opportunities.

In recognition of this, AB 1793 (Bonta Bill) was enacted in 2018, mandating an automatic review and sealing process for eligible cannabis-related convictions. This legislation aims to eliminate barriers for those impacted by outdated cannabis laws by making sealed records inaccessible to employers, landlords, and educational institutions.

To comply with AB 1793, the San Mateo County District Attorney's Office launched the "Reduction of Marijuana-Related Convictions <sup>4</sup>" program, allowing individuals to petition for record expungement at no cost. However, lack of awareness remains a significant barrier, preventing many eligible individuals from benefiting from this legal relief.

### **Recommendation:**

To increase participation in expungement efforts, the City should collaborate with the San Mateo County District Attorney's Office and implement a comprehensive outreach strategy to ensure eligible residents are informed and empowered to clear their records.

- **Official Website and City Newsletter:**
  - Feature expungement resources prominently on the City's website and newsletters, including step-by-step guidance on how to apply.
- **Social Media Campaigns:**
  - Use Facebook, X, Instagram, and Nextdoor to share updates, testimonials, and success stories about expungement.
  - Create video explainers and infographics to simplify the process for applicants.
- **City Council Meetings:**
  - Include expungement program updates in City Council meetings and public forums.
  - Partner with community organizations, faith-based groups, and advocacy groups to distribute expungement information
- **Multilingual Outreach:**

<sup>4</sup> <https://www.smcgov.org/da/reduction-marijuana-related-convictions>

- Provide translated materials in widely spoken languages to reach a broader audience.
- Offer in-person and virtual workshops to guide applicants through the expungement process.

## 7. Workforce Development Opportunities

**Finding #7 Disproportionately impacted face a shortage of training opportunities for high-quality, well-paying jobs in the cannabis industry.**

The lack of industry-specific education and skills training creates a significant barrier to success for individuals seeking employment or business ownership. As the cannabis industry expands, developing a skilled workforce is essential to ensuring equitable participation and long-term career opportunities for those most affected by past cannabis enforcement.

### **Recommendation:**

The City should implement workforce development initiatives that equip equity applicants with the training, skills, and employment opportunities needed to succeed in the cannabis industry. Strategies to achieve this include:

- **Equitable Hiring Requirements**
  - Require licensed cannabis businesses to hire a designated percentage of employees from equity-eligible populations to promote economic inclusion.
- **Incentivized Equity Hiring**
  - Offer tax reductions, fee waivers, or other financial incentives to cannabis businesses that meet or exceed equity hiring benchmarks (e.g., Stockton's incentive model).
- **Creation of a Cannabis Training Program**
  - Develop a city-supported training initiative focused on cannabis cultivation, retail management, compliance, distribution, and manufacturing.
- **Partnerships with Educational Institutions & Industry Experts**
  - Collaborate with colleges, workforce development organizations, and industry leaders to provide specialized entrepreneurship and job training programs.
  - Integrate business development training to help equity applicants navigate licensing, financial management, and operations.

- **Leverage Existing Cannabis Training Programs**
  - Connect equity applicants with statewide and national cannabis workforce training programs to maximize available resources and opportunities.

## 8. Equity Program Funding

**Finding: The success and long-term effectiveness of the City's Cannabis Equity Program depends on securing sustainable and sufficient funding.**

Adequate resources are essential not only for providing direct financial support to equity applicants but also for establishing a well-trained and dedicated program infrastructure to assist applicants in navigating the complex application and permitting process. Many municipalities in California have encountered challenges due to insufficient funding and inadequate staffing, which have hindered the effectiveness of their equity initiatives.

### **Recommendation:**

To ensure consistent funding for the Cannabis Equity Program, the City should pursue a multi-source funding strategy that combines state grants, local tax revenue, and alternative funding streams.

- **Leverage State Grant Opportunities:**
  - Continue applying for funding through the GO-Biz Cannabis Equity Grants Program for Local Jurisdictions, which offers up to \$3,000,000 in Type 2 grants for program administration and equity applicant support.
  - Ensure compliance with grant requirements, including the 1:1 matching funds contribution for awards exceeding \$500,000 and restrictions on administrative and technical assistance allocations.
  - Explore other state and federal grant opportunities that support economic development and social equity initiatives.
- **Establish a Dedicated Cannabis Tax Fund:**
  - Allocate a portion of local cannabis tax revenue to sustain the equity program, reducing reliance on external grants.
  - Structure tax allocations to cover equity applicant grants, fee waivers, workforce development programs, and technical assistance.
- **Explore Alternative Funding Sources:**
  - Partner with private investors, social impact funds, and philanthropic organizations to create a community reinvestment fund that supports equity businesses.

- Seek contributions from licensed cannabis businesses through voluntary contributions or community benefit agreements, incentivizing participation in equity initiatives.
- Explore public-private partnerships to fund technical assistance, job training, and business development programs.

## 9. Community Reinvestment

**Finding: Community reinvestment can help to repair communities impacted by past cannabis-related criminalization.**

The cannabis industry provides a unique opportunity to redirect revenue into the neighborhoods most affected by past enforcement policies. By strategically allocating cannabis-generated tax revenues, the City can promote social justice, economic growth, and long-term community development.

### Recommendation:

To repair and revitalize disproportionately impacted communities, the City should implement a structured reinvestment strategy that includes:

#### ▪ Direct Investment in Impacted Communities

- Education & Workforce Development: Fund scholarships, vocational training programs, and financial literacy workshops, particularly in cannabis-related industries.
- Healthcare & Mental Health Services: Support community health clinics, substance use treatment programs, and mental health resources.
- Affordable Housing Initiatives: Allocate funds to expand housing options for low-income residents affected by past cannabis enforcement.
- Reentry & Legal Support Services: Provide legal aid, job placement assistance, and record expungement services for individuals with prior cannabis convictions.

#### ▪ Encouraging Cannabis Equity & Ancillary Business Partnerships

- Support collaboration between cannabis equity applicants and ancillary businesses (e.g., construction, marketing, security, technology) that meet equity eligibility criteria.
- Provide incentives for cannabis businesses to contract with equity-eligible ancillary businesses, ensuring reinvestment stays within impacted communities.

- Establish a Cannabis Equity Business Directory to connect equity cannabis operators with local, minority-owned ancillary service providers.
- **Sustainable Community Reinvestment through Cannabis Tax Revenue**
  - Dedicate a percentage of local cannabis tax revenue specifically for community reinvestment in disproportionately impacted areas.
  - Establish a Community Reinvestment Fund to finance long-term social equity initiatives and economic empowerment programs.

## 10. Program Data Collection, Monitoring, and Updates

**Finding:** Collecting data and maintaining ongoing monitoring of the equity program can contribute to enhancing and updating the program, thereby ensuring its effectiveness.

### Recommendation:

Consider active monitoring and data collection of the equity program to gain insights into its performance, identify areas that may need improvement or adjustment, and make informed decisions to enhance the program's overall effectiveness.

Continue to monitor and update the equity program:

- Monitor and share progress of the Equity Program;
- Monitor and share trends in the emerging legal cannabis industry;
- Identify areas for course correction and/or unexpected consequences; and
- Demonstrate an ongoing commitment to data-informed decision-making and strategic planning to ensure Daly City's strong transition to a legal cannabis industry

The following data metrics can be incorporated into the application, permitting and permit renewal process:

- Number of equity applicants to apply
  - Types of drug related offenses
  - Income status
  - Race
  - Ethnicity
  - Gender
  - Sexual identity
  - Residency status
  - Ownership structure
- Workforce characteristics

- Total number of employees
- Number of local employees
- Employment Status
- Equity program-specific data
  - Number of applicants eligible for equity program
  - Number and types of services provided to equity applicants
  - Number of equity program applicants to receive licenses

## 11. Smoke Shops and Illicit Market Competition

### **Finding: Smoke shops and illicit market competition exist in Daly City**

The presence of unregulated smoke shops and illicit cannabis operations poses significant challenges to the success of the regulated cannabis industry and equity program participants. Illicit operators undercut licensed businesses by evading taxes, ignoring regulatory compliance, and selling untested products, creating an uneven playing field. Additionally, the proliferation of smoke shops selling unregulated cannabis products further complicates enforcement efforts and reduces consumer trust in the legal market.

### **Recommendation**

To reduce illicit market competition and support equity cannabis businesses, the City should implement a multi-faceted enforcement and incentive-based approach:

- **Strengthen Enforcement Against Illicit Cannabis Sales**
  - Conduct proactive inspections and enforcement actions against smoke shops selling unlicensed cannabis products.
  - Establish clear penalties and business license revocation policies for noncompliant smoke shops.
  - Partner with state regulatory agencies and law enforcement to disrupt illicit supply chains and ensure coordinated enforcement efforts.
  - Improve public awareness campaigns about the dangers of illicit cannabis products and the benefits of purchasing from licensed operators.
- **Improve Consumer Access to Licensed Cannabis**
  - Expand zoning flexibility to allow for more legal retail locations in underserved areas, reducing reliance on illicit sources.
  - Implement public education campaigns to encourage consumers to purchase from licensed dispensaries, emphasizing product safety, testing, and legal protections.

- Consider a "verified retailer" certification or city-endorsed program that highlights legal, equity-owned businesses.

## Appendix A: The City of Daly City Cannabis Equity Website

**CITY OF DALY CITY** 

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## Cannabis Equity

[Cannabis Equity Survey](#)

Help Shape Cannabis Equity in Our Community!

We're seeking your input to ensure that our cannabis policies promote fairness and inclusion for all. Please take a moment to fill out our equity survey. Your voice matters in creating a more equitable future for everyone. Use QR code to participate or visit: [Survey Monkey](#).

[Click here to watch the Cannabis Equity Meeting](#)

Missed the virtual Cannabis Equity Meeting on November 20, 2024? Watch the recording now to catch up on important discussions about equity and opportunities in the cannabis industry. Don't miss out!

[Click here for the Cannabis Equity Workshop](#)

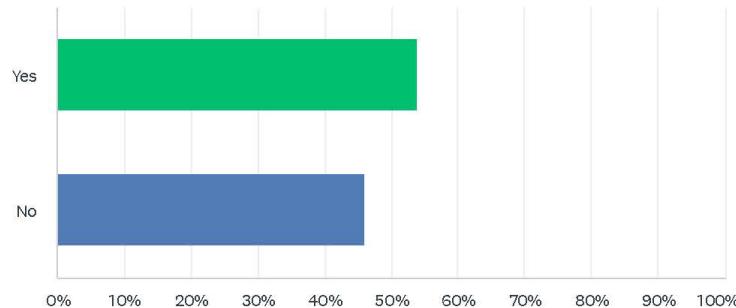
Cannabis Equity Workshop! Learn about equity programs, opportunities, and resources in the cannabis industry. Don't miss this chance to empower your journey toward success!

## Appendix B: Cannabis Equity Assessment Survey (English)

City of Daly City - Cannabis Equity Assessment Survey

### Q1 Would you like to see a Cannabis Equity Program in Daly City?

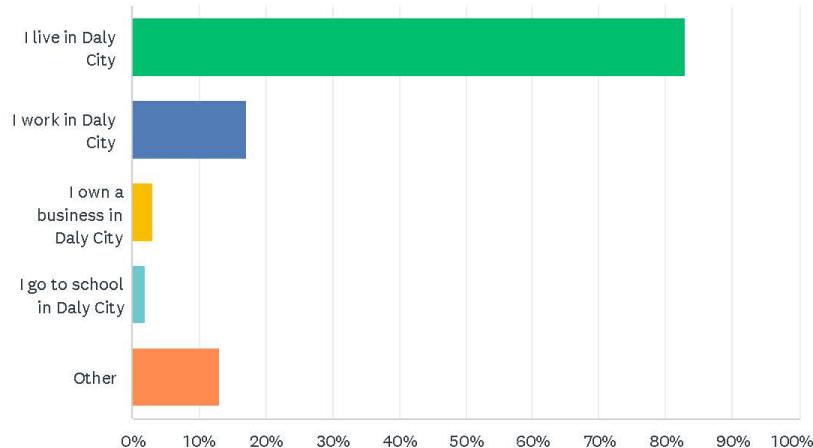
Answered: 100 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	54.00%	54
No	46.00%	46
<b>TOTAL</b>		<b>100</b>

## Q2 Which of the following describes you best? Select all that apply.

Answered: 100 Skipped: 0



ANSWER CHOICES	RESPONSES
I live in Daly City	83.00%
I work in Daly City	17.00%
I own a business in Daly City	3.00%
I go to school in Daly City	2.00%
Other	13.00%
Total Respondents: 100	

#	OTHER	DATE
1	I work near daily city (over at half moon bay)	12/28/2024 5:14 PM
2	I live nearby in Pacifica	12/21/2024 11:22 AM
3	I live Sf	11/6/2024 7:44 PM
4	I'm come to Daly City as a consumer	10/26/2024 10:52 AM
5	I live in South sf	10/18/2024 1:56 PM
6	I live nearby	9/21/2024 9:43 AM
7	Lived here for 75 years	8/30/2024 6:26 PM
8	Born, raised and life long resident of Daly City.	8/5/2024 1:14 PM
9	Live in Colma	8/4/2024 7:53 PM
10	I live in Broadmoor but I am effected by what happens in DC	8/3/2024 2:43 PM
11	I frequent Daly City to visit friends and family. I to go to restaurants and shop in Daly City.	7/17/2024 1:44 AM
12	I am originally from Daly City but now live in San Mateo	7/16/2024 2:33 PM
13	I do most of my shopping here	7/1/2024 8:02 PM

### Q3 How does the current cannabis industry impact you, your family, and/or your community?

Answered: 96 Skipped: 4

#	RESPONSES	DATE
1	I have a brother working in a dispensary right now	12/28/2024 5:14 PM
2	The high prices and taxes make it difficult to afford the cbd gummies my partner uses for his anxiety.	12/21/2024 11:22 AM
3	The current cannabis industry impacts me and my community in a negative way. I believe the cannabis industry in our community has engaged a lot of youth to use it and it has provided easier access to cannabis. And the general usage I see is cannabis being used out in the public instead of for medicinal purposes.	11/16/2024 9:45 AM
4	Family members safe products	11/6/2024 7:44 PM
5	I dont feel safe	11/2/2024 10:00 AM
6	There is a lack in Veteran accessibility and education of cannabis	10/26/2024 10:52 AM
7	It doesn't in this community. Seems like it's unspoken of. Frowned upon within daly city/San Mateo county.	10/23/2024 5:22 PM
8	Very little	10/18/2024 1:56 PM
9	It provides an outlet for alternative well being, and all natural plant should never have been made illegal in the forst place.	10/14/2024 11:34 AM
10	I need to make money in this industry	10/8/2024 11:05 PM
11	It takes up precious parking, has an intimidating presence, and I generally don't like the message it's sending about casual drug use.	10/5/2024 8:50 AM
12	N/a	10/2/2024 11:14 AM
13	It makes people near me less intelligent.	9/21/2024 9:43 AM
14	It makes my neighbors lazy and stupid. The society is collapsing because of legalizing these illicit drugs.	9/21/2024 9:15 AM
15	Cannabis retail options near by help me lead a somewhat normal life style. Cannabis helps with my chronic pain	9/15/2024 4:19 PM
16	The current cannabis industry is having a negative impact on my health and well-being while living in Daly City and working in San Francisco, as well as in how much I can enjoy being in the bay area	9/14/2024 2:34 PM
17	Dangerous to people and our area. Often crime associated with it. Do not want people on drugs around us	9/13/2024 9:28 PM
18	They say cannabis is not addictive but it is. Two family members cannot go a day without smoking several joints a day.This has been going on for years. A third family member started on cannabis and then went on to stronger drugs and almost died. Another person who is very intelligent couldn't focus in high school because of cannabis and dropped out. One of the family members I mentioned would smoke a joint and then get behind the wheel of a car.	9/13/2024 5:41 PM
19	greatly, as a business owner, we aim to provide high quality products and services at competitive pricing	9/9/2024 2:22 PM
20	Na	9/1/2024 9:36 PM
21	Right now, not at all.	8/30/2024 6:26 PM

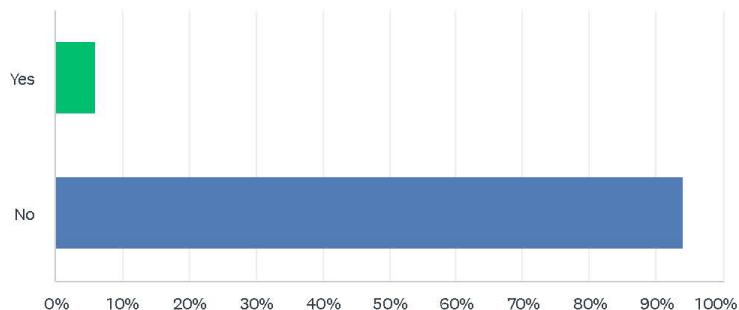
22	I buy cannabis in Pacifica	8/26/2024 12:03 PM
23	I am a student who is looking to learn more about cannabis. I am also an advocate and user of cannabis.	8/25/2024 4:18 PM
24	Not at all	8/22/2024 10:44 PM
25	I think it's dangerous when I walk by cars and smell cannabis smoke coming out, especially if only the driver is in the car v	8/18/2024 4:08 PM
26	It provides relief from the stress of life especially from the coming from the elections.	8/17/2024 8:08 PM
27	I do not want drugs near my area or backyard. I have an AirBNB next to my home and the guest smoke Marijuana and the smoke comes into my backyard.	8/14/2024 7:46 PM
28	It provides a resource for relaxation that I believe is preferable and has less negative impacts to the community than alcohol.	8/13/2024 6:47 PM
29	Terrible with crime increase and car break ins	8/12/2024 7:43 PM
30	We have a beautiful community now. We feel safe. We have wonderful playgrounds and enough plazas. We would like to keep it that way.	8/12/2024 6:56 PM
31	Consumer	8/12/2024 2:39 PM
32	Not much at all. I never buy it.	8/11/2024 10:02 AM
33	I medicate with Cannabis. Outside of delivery there are few options to obtain Cannabis in Daly City.	8/10/2024 5:10 PM
34	I think cannabis is safe and wouldn't mind seeing a dispensary close to me and my family	8/10/2024 1:35 PM
35	I've noted several individuals smoking cannabis in their vehicles while driving, DUI. This industry will impact DC Police dept. Cannabis stores will attract crime as it has in other cities. It invites problems. Children are in my neighborhood, it would impact children through the invitation of crime, drugs. Ridiculous to invite this to Daly City!	8/10/2024 1:19 PM
36	No comment	8/10/2024 9:27 AM
37	Gateway drug. Not needed in our city. We don't want to be the next San Francisco.	8/8/2024 10:11 PM
38	Get rid of drugs please including cannabis it's killing the young most vulnerable.	8/8/2024 4:51 PM
39	It's great but there aren't any stores in Daly City.	8/8/2024 4:44 PM
40	Improved accessibility and safety	8/8/2024 1:39 PM
41	Few available delivery services	8/8/2024 9:54 AM
42	zero impact	8/7/2024 8:48 PM
43	for those that still smokes, don't have any respects for those around them that may have lungs problems	8/7/2024 1:36 AM
44	N/A	8/6/2024 11:18 PM
45	Smell of marijuana at various places around city. Smell coming out of moving vehicles. Holes in fences along freeways that people use to find places to smoke. People doing marijuana and other drugs at bart stations and parking lots like the one at the theater at Junipero Serra. Urinating and defecating at these places. Hard to explain to young children	8/6/2024 8:51 PM
46	It will increase crime.	8/6/2024 7:16 AM
47	It doesn't.	8/5/2024 6:16 PM
48	We have Zero interest in Cannabis. I resent being exposed to the wretched odor from people using cannabis. It impaired driving and yet drivers regularly use cannabis while driving. The cannabis related business contribute to the above mentioned objections. Basically people walk the streets of Daly City stoned and impaired	8/5/2024 1:40 PM
49	I'm a supporter and believe Cannabis is helpful, beneficial to humans. I feel that certain communities have been wrongfully been targeted by law enforcement with Cannabis use and possession.	8/5/2024 1:14 PM

50	I'm a current take some cannabis products for medical reasons	8/5/2024 12:59 PM
51	Very minimal because it's not readily available in my zip code	8/5/2024 12:32 PM
52	I don't want this type of business in my city. This does attract a lot of undesirable people and crime to my area	8/5/2024 12:06 PM
53	I hate the smell!!!	8/5/2024 9:17 AM
54	Source of alternative organic pain relief for arthritis.	8/5/2024 8:48 AM
55	I have noticed more young students (under age of 18) have been using cannabis.	8/5/2024 12:21 AM
56	It allows responsible adult users to medicate safely without the damaging effects of alcohol or nicotine. It creates an opportunity for commerce, and decriminalized, it gives our jails and prisons more space for felons who need to be there.	8/4/2024 8:35 PM
57	No effect	8/4/2024 8:28 PM
58	Currently I purchased cannabis in other cities such as Pacifica or San Francisco. I also use a delivery service. Which means that other cities are receiving the taxes that are paid on cannabis. I would rather see it go to Daly City or the city of Colma so did these two cities can receive the high taxes that cannabis generates. As a consumer it would be a lot nicer to be able to buy in my local shopping areas then having to go to other cities to purchase cannabis.	8/4/2024 7:53 PM
59	I don't like smelling cannabis everything I'm walking in a public area. I equate it with 2nd hand tobacco smoke	8/4/2024 6:45 PM
60	It brings more crime to the area and promotes recreation use.	8/4/2024 12:37 PM
61	The lasting impacts from the War on Drugs continue to affect communities of color. Including job opportunities, building generational wealth, entrepreneurship, and more	8/4/2024 12:29 PM
62	As taxpayers, it costs us money by the calls for police service plus it intrudes on schools and neighborhoods. We don't need these dispensaries in our City.	8/4/2024 8:50 AM
63	It doesn't	8/4/2024 2:54 AM
64	It doesn't	8/4/2024 1:24 AM
65	Cannabis is not family friendly and contributes to additional drug related issues and crime in Daly City. This is an overall negative impact to the community and in no way contribute to the betterment of Daly City.	8/3/2024 9:53 PM
66	Not at all, except you can buy weed at a store instead of from an illicit dealer	8/3/2024 8:55 PM
67	Too high taxes, too many restriction, the opposite of free market enterprise.	8/3/2024 6:23 PM
68	Does not impact us	8/3/2024 6:02 PM
69	It does not.	8/3/2024 5:49 PM
70	Negatively. I dislike the smell. Cannabis would attract more traffic, crime and litter. The black market activity would only increase.	8/3/2024 5:26 PM
71	I can't stand the smell of marijuana.	8/3/2024 4:52 PM
72	Negatively. The legalization is just to generate tax money. It does nothing for the health of the community.	8/3/2024 4:33 PM
73	Not by much since I refrain from indulging since 2007	8/3/2024 4:16 PM
74	It doesn't, really.	8/3/2024 4:04 PM
75	Some in the family are customers of local shops	8/3/2024 4:04 PM
76	it doesn't	8/3/2024 3:49 PM
77	Not much.	8/3/2024 3:43 PM
78	The cannabis industry is a blight on our community. It has no positive affect on the general well being of residents and contributes to an overall negative feeling and view of this dump city	8/3/2024 2:43 PM

79	Negatively; crime rates and teen problems as a result.	8/3/2024 2:30 PM
80	Presence of cannabis use in my neighborhood.	8/3/2024 12:37 PM
81	It has no impact other then not being a source of tax revenue our City needs	8/3/2024 12:00 PM
82	People get addicted and smoking cannabis on the street making unhealthy environment.	8/3/2024 11:12 AM
83	medical needs gummy	8/2/2024 11:03 AM
84	- I get medicated with freedom - My friends get paid - We make more friends	7/26/2024 8:08 PM
85	Helps members of my family get the medicine they need for a happier life.	7/26/2024 7:46 PM
86	I purchase cannabis	7/26/2024 6:43 AM
87	I don't want my family to be near a cannabis dispensary. I view cannabis/marijuana as a gateway drug, a habit-forming substance, that can lead to the use of more addictive drugs.	7/26/2024 3:14 AM
88	I am totally against any cannabis in our community	7/25/2024 9:53 PM
89	Helps my family maintain our health conditions and overall quality of life.	7/22/2024 1:15 PM
90	It's helps me cause due to my rheumatoid arthritis I don't like to drive far to get something that will help ease the pain.	7/19/2024 6:25 PM
91	Currently, the regulated cannabis industry is not as diverse as the arrests of people for using cannabis prior to legalization and still now. I have multiple arrests in my family and it causes a great deal of pain, anxiety & stress. I am a mixed Filipino woman who has spent the past 10 years advocating for the dehumanization of my friends and family because of their cannabis use and because of our status of marginalized people. Now, I have an organization that works to help develop opportunities for equity businesses owners in cannabis called the Equity Trade Network that helps organizations we have been working to heal past harms by nurturing collaboration & increase visibility for their endeavors. I have experienced & witnessed, deep wounds in my community that were caused by previous policies and their enforcement.	7/17/2024 1:44 AM
92	My family has always used cannabis medicinally but face stigma within the Filipino community	7/16/2024 10:49 PM
93	I work in the cannabis industry (attorney/law professor/business owner) and giving it all I got to make legal cannabis successful and equitable	7/16/2024 2:33 PM
94	My wife and myself use CBD lotion for arthritis and inflammation.	7/11/2024 1:26 PM
95	We medicate through cannabis due to multiple different disabilities caused during military service.	7/1/2024 8:02 PM
96	?	6/5/2024 4:35 PM

## Q4 Have you ever been convicted of a cannabis-related crime?

Answered: 100 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	6.00%
No	94.00%
<b>TOTAL</b>	<b>100</b>

#	IF YES, WHAT TYPE OF CANNABIS-RELATED CRIME WERE YOU CONVICTED OF?	DATE
1	Misdemeanor Possession of a Controlled Substance and Paraphernalia	8/10/2024 5:10 PM
2	Possession of cannabis	8/5/2024 1:14 PM
3	N/A	8/3/2024 5:49 PM
4	Possession of marijuana, eating in a bedding marijuana cultivation.	8/3/2024 4:04 PM
5	Possession	7/16/2024 10:49 PM
6	Possession	7/16/2024 2:33 PM

**Q5 If you answered 'yes' to the previous question, please describe the impact that the cannabis-related conviction has had on your life or the lives of those close to you?**

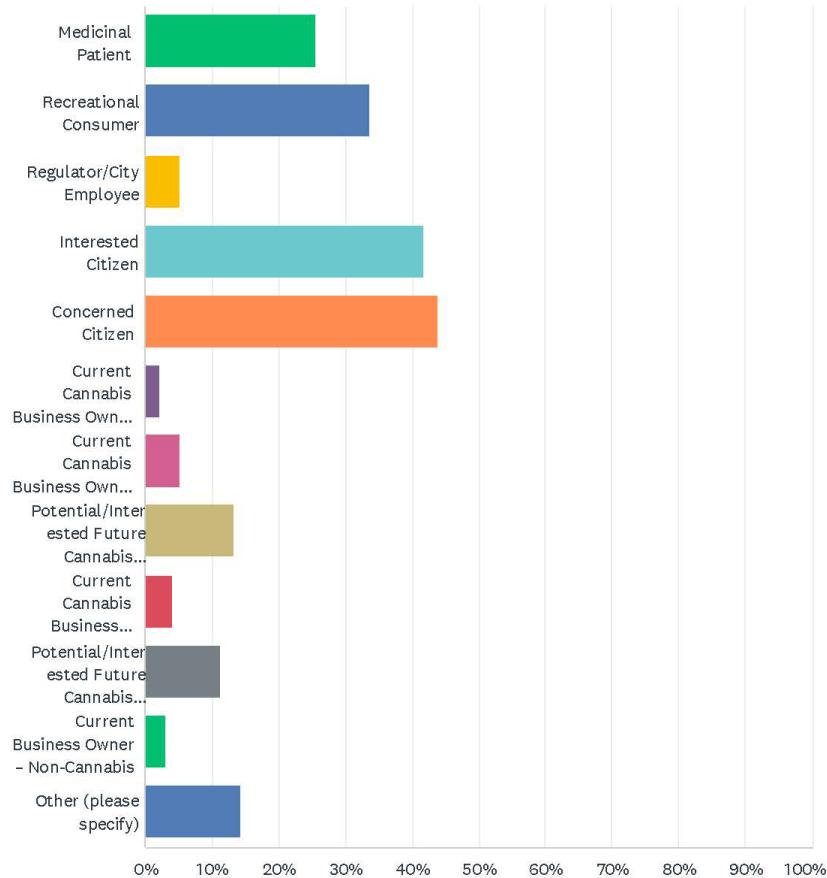
Answered: 43 Skipped: 57

#	RESPONSES	DATE
1	Na	11/2/2024 10:00 AM
2	N/a	10/26/2024 10:52 AM
3	NA	10/23/2024 5:22 PM
4	Substance related crime can be a tough hole to crawl out of alongside a substance problem	10/18/2024 1:56 PM
5	N/A	10/8/2024 11:05 PM
6	N/a	10/5/2024 8:50 AM
7	N/A.	9/21/2024 9:43 AM
8	Na	9/15/2024 4:19 PM
9	n/a	9/9/2024 2:22 PM
10	Na	9/1/2024 9:36 PM
11	N/A	8/25/2024 4:18 PM
12	N/A	8/22/2024 10:44 PM
13	N/A	8/13/2024 6:47 PM
14	Na	8/12/2024 7:43 PM
15	As a white man, I assume that my record once sealed has never been held against me.	8/10/2024 5:10 PM
16	N/A	8/10/2024 9:27 AM
17	N/a	8/8/2024 10:11 PM
18	NA	8/8/2024 1:39 PM
19	N/A	8/7/2024 1:36 AM
20	N/A	8/6/2024 8:51 PM
21	It was a small amount but i feel the weight of the conviction still to this day, even though I was a minor and it's been more than 20 years since the incident occurred.	8/5/2024 1:14 PM
22	N/A	8/5/2024 12:32 PM
23	N/a	8/5/2024 9:17 AM
24	I have not been convicted of a cannabis crime. But my father before he died and he was suffering the only medicine that helped him was Cannabis and we had to buy it illegally at that time because we couldn't purchase it legally.	8/4/2024 7:53 PM
25	N/A	8/4/2024 6:45 PM
26	No	8/4/2024 12:37 PM
27	N/a	8/4/2024 1:24 AM
28	N/a	8/3/2024 6:23 PM
29	N/A	8/3/2024 5:49 PM

30	I can't stand the smell	8/3/2024 4:52 PM
31	N/A	8/3/2024 4:33 PM
32	33 months in federal prison.	8/3/2024 4:04 PM
33	N/A	8/3/2024 4:04 PM
34	N/A	8/3/2024 3:43 PM
35	N/A	8/3/2024 12:37 PM
36	N/A	8/3/2024 12:00 PM
37	I've seen several of my classmates from high school (2014-2018) have their life trajectories ruined after being found with weed. I cannot say the same about those who abused alcohol. Families of classmates I knew in Daly City have been hopelessly altered from decades of weed-related convictions.	7/26/2024 8:08 PM
38	None	7/26/2024 7:46 PM
39	N/a	7/19/2024 6:25 PM
40	Three members of my family have been arrested and incarcerated for possession of cannabis	7/16/2024 10:49 PM
41	Had to report conviction to my state bar. It's impacted previous job applications.	7/16/2024 2:33 PM
42	N/A	7/1/2024 8:02 PM
43	good	6/5/2024 4:35 PM

**Q6 Which best describes your interest/role with cannabis in the City?  
(Mark all that apply)**

Answered: 98 Skipped: 2

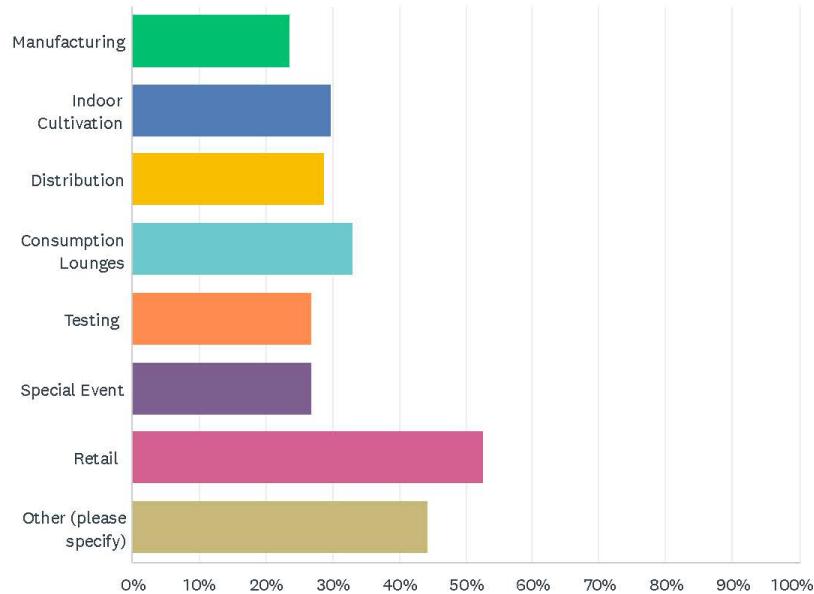


ANSWER CHOICES	RESPONSES
Medicinal Patient	25.51% 25
Recreational Consumer	33.67% 33
Regulator/City Employee	5.10% 5
Interested Citizen	41.84% 41
Concerned Citizen	43.88% 43
Current Cannabis Business Owner in City	2.04% 2
Current Cannabis Business Owner outside of City	5.10% 5
Potential/Interested Future Cannabis Business Owner	13.27% 13
Current Cannabis Business Employee/Worker	4.08% 4
Potential/Interested Future Cannabis Employee/Worker	11.22% 11
Current Business Owner – Non-Cannabis	3.06% 3
Other (please specify)	14.29% 14
Total Respondents: 98	

#	OTHER (PLEASE SPECIFY)	DATE
1	Against cannabis usage citizens.	9/21/2024 9:15 AM
2	As a concerned citizen, do not want to be exposed to cannon is, especially to its second- or third-hand smoke	9/14/2024 2:34 PM
3	No interest	8/12/2024 7:43 PM
4	I have no interest in this -cannibas invites crime and problems!	8/10/2024 1:19 PM
5	It's destroying our young	8/8/2024 4:51 PM
6	citizen/does not use cannabis	8/7/2024 8:48 PM
7	Negatively impacting our community	8/6/2024 8:51 PM
8	Not interested	8/6/2024 7:16 AM
9	Consultant in clinical research of psychedelic medicines	8/4/2024 8:35 PM
10	Possibility of allowing cannabis growth in Daly City in its empty spaces	8/4/2024 7:53 PM
11	Not interested	8/4/2024 12:37 PM
12	Not interested in anything having to do with cannabis.	8/3/2024 4:52 PM
13	Too many regulations on the citizens	8/3/2024 4:16 PM
14	ok	6/5/2024 4:35 PM

**Q7 The types of cannabis-related businesses that I think fit best in Daly City are (Mark all that apply)**

Answered: 97 Skipped: 3



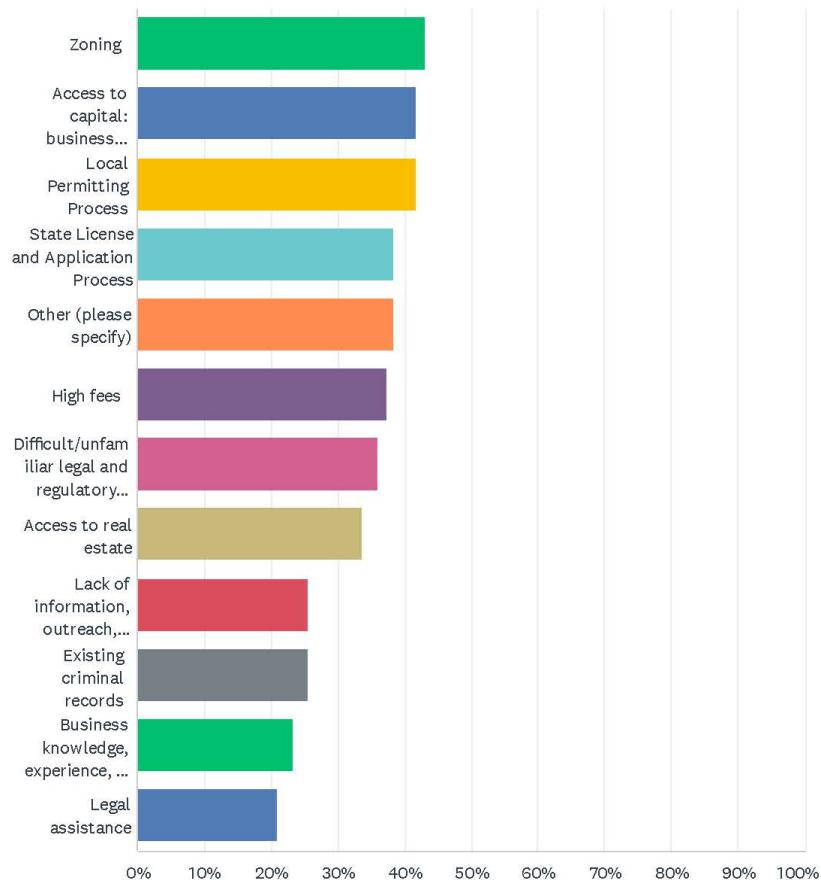
ANSWER CHOICES	RESPONSES
Manufacturing	23.71%
Indoor Cultivation	29.90%
Distribution	28.87%
Consumption Lounges	32.99%
Testing	26.80%
Special Event	26.80%
Retail	52.58%
Other (please specify)	44.33%
Total Respondents: 97	

#	OTHER (PLEASE SPECIFY)	DATE
1	None of the above. Please provide funding for education of our youth.	11/16/2024 9:45 AM
2	None	11/2/2024 10:00 AM
3	Education	10/26/2024 10:52 AM

4	None	10/5/2024 8:50 AM
5	None	9/21/2024 9:43 AM
6	I do not want any cannabis related businesses in Daly City: or if any, only capsule or pill forms used for medical reasons	9/14/2024 2:34 PM
7	None	9/13/2024 9:28 PM
8	NONE We should not be encouraging drug use in our City.	9/13/2024 5:41 PM
9	Keep out of Daly City	9/1/2024 9:36 PM
10	At this time...none	8/30/2024 6:26 PM
11	None	8/18/2024 4:08 PM
12	None	8/14/2024 7:46 PM
13	None	8/12/2024 7:43 PM
14	None	8/12/2024 6:56 PM
15	Education, Outreach, Compassionate Distribution	8/10/2024 5:10 PM
16	None!!! Don't approve	8/10/2024 1:19 PM
17	None	8/10/2024 9:27 AM
18	None	8/8/2024 10:11 PM
19	None, your children or grandchildren will suffer	8/8/2024 4:51 PM
20	NONE	8/7/2024 1:36 AM
21	None. Keep them away from our neighborhoods	8/6/2024 8:51 PM
22	No to cannabis	8/6/2024 7:16 AM
23	None	8/5/2024 6:16 PM
24	None	8/5/2024 1:40 PM
25	Anything and Everything Cannabis related to bring in more tax revenue and more money to the City Of Daly City.	8/5/2024 1:14 PM
26	None of the above	8/5/2024 12:32 PM
27	None!	8/5/2024 9:17 AM
28	None	8/4/2024 6:45 PM
29	Not interested	8/4/2024 12:37 PM
30	None.	8/4/2024 8:50 AM
31	Aren't we ghetto enough	8/4/2024 1:24 AM
32	None	8/3/2024 9:53 PM
33	I do not support this program.	8/3/2024 5:49 PM
34	None. Please keep out.	8/3/2024 5:26 PM
35	None	8/3/2024 4:52 PM
36	It should not be allowed.	8/3/2024 4:33 PM
37	None. The legal cannabis industry was built on lies to the citizens of CA	8/3/2024 2:43 PM
38	None	8/3/2024 2:30 PM
39	No cannabis businesses	8/3/2024 11:12 AM
40	NONE	7/29/2024 9:40 PM
41	None. Don't promote cannabis	7/26/2024 3:14 AM
42	Nine	7/25/2024 9:53 PM
43	None	7/14/2024 11:34 PM

**Q8 What are the most significant barriers to operating a cannabis business for Owners? (Mark all that apply)**

Answered: 86 Skipped: 14

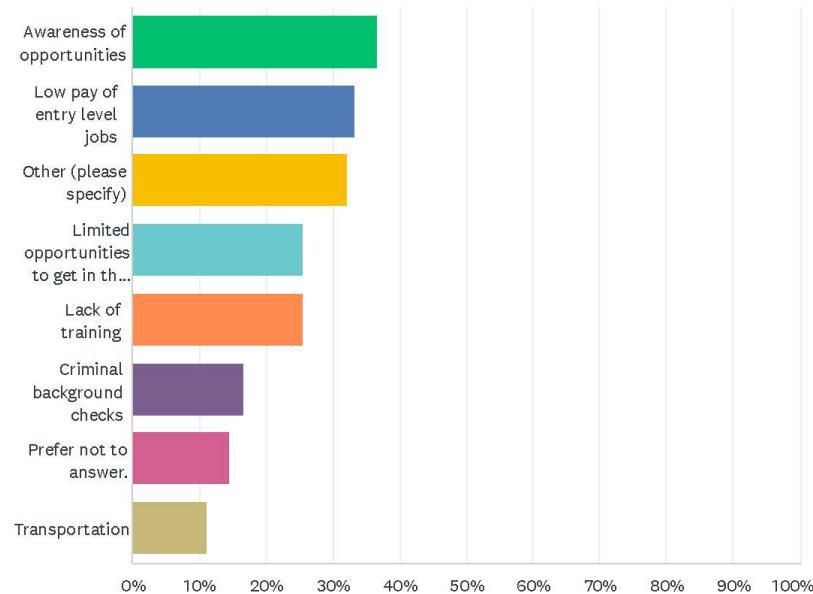


ANSWER CHOICES		RESPONSES	
Zoning		43.02%	37
Access to capital: business startup costs, banks, loans, insurance cost		41.86%	36
Local Permitting Process		41.86%	36
State License and Application Process		38.37%	33
Other (please specify)		38.37%	33
High fees		37.21%	32
Difficult/unfamiliar legal and regulatory rules		36.05%	31
Access to real estate		33.72%	29
Lack of information, outreach, and/or language barriers		25.58%	22
Existing criminal records		25.58%	22
Business knowledge, experience, and education		23.26%	20
Legal assistance		20.93%	18
Total Respondents: 86			
#	OTHER (PLEASE SPECIFY)	DATE	
1	Don't want any(more)	10/5/2024 8:50 AM	
2	Some studies have linked cannabis use to lower IQ score in younger people	9/14/2024 2:34 PM	
3	Don't know, do not want it. This type of business brings the wrong type of people to our city and near me and neighbors	9/13/2024 9:28 PM	
4	Na	9/1/2024 9:36 PM	
5	As I understand it, they have a very difficult time, dealing with money, because of government laws. So they wind up being a very high cash business, that maybe can't safely put the money somewhere else. I worry about people who may work in a place with a lot of cash that someone may come and take it from them in a violent manner.	8/22/2024 10:44 PM	
6	Please don't start	8/12/2024 7:43 PM	
7	The continued stigma and prejudices associated with what in most cases is responsible consumption and treatment.	8/10/2024 5:10 PM	
8	We do not need cannabis industry in Daly City	8/10/2024 9:27 AM	
9	N/a.	8/8/2024 10:11 PM	
10	Loving parents.	8/8/2024 4:51 PM	
11	No marijuana in our neighborhoods	8/6/2024 8:51 PM	
12	It will increase crime	8/6/2024 7:16 AM	
13	Marijuana is still a federally illegal drug.	8/5/2024 6:16 PM	
14	There seems to be little barrier Daly City Council keeps bringing these establishments into Daly City	8/5/2024 1:40 PM	
15	The stigma that still follows the war on Drugs and how Cannabis has been vilified by law enforcement and the government.	8/5/2024 1:14 PM	
16	Not my concern	8/5/2024 12:32 PM	

17	Would not know.	8/5/2024 9:17 AM
18	Stigma	8/4/2024 8:35 PM
19	Must not open cannabis facilities in residential neighborhoods.	8/4/2024 8:28 PM
20	N/A	8/4/2024 6:45 PM
21	Not interested	8/4/2024 12:37 PM
22	It also impacts our overstressed health care systems.	8/4/2024 8:50 AM
23	Better to just sell it without all the city nonsense	8/4/2024 1:24 AM
24	Cannabis businesses should not be allowed in Daly City	8/3/2024 9:53 PM
25	I do not support this program.	8/3/2024 5:49 PM
26	No cannabis businesses is best	8/3/2024 5:26 PM
27	Don't want it.	8/3/2024 4:52 PM
28	It does not matter. It should not be legal.	8/3/2024 4:33 PM
29	We don't want Cannabis businesses	8/3/2024 2:30 PM
30	n/a	8/2/2024 11:03 AM
31	Unknown	7/26/2024 7:46 PM
32	None	7/25/2024 9:53 PM
33	High taxes, lack of banking options	7/16/2024 2:33 PM

**Q9 What are the biggest barriers to entry into the cannabis sector for workers? (Mark all that apply)**

Answered: 90 Skipped: 10



ANSWER CHOICES		RESPONSES
Awareness of opportunities		36.67% 33
Low pay of entry level jobs		33.33% 30
Other (please specify)		32.22% 29
Limited opportunities to get in the front door		25.56% 23
Lack of training		25.56% 23
Criminal background checks		16.67% 15
Prefer not to answer.		14.44% 13
Transportation		11.11% 10
Total Respondents: 90		

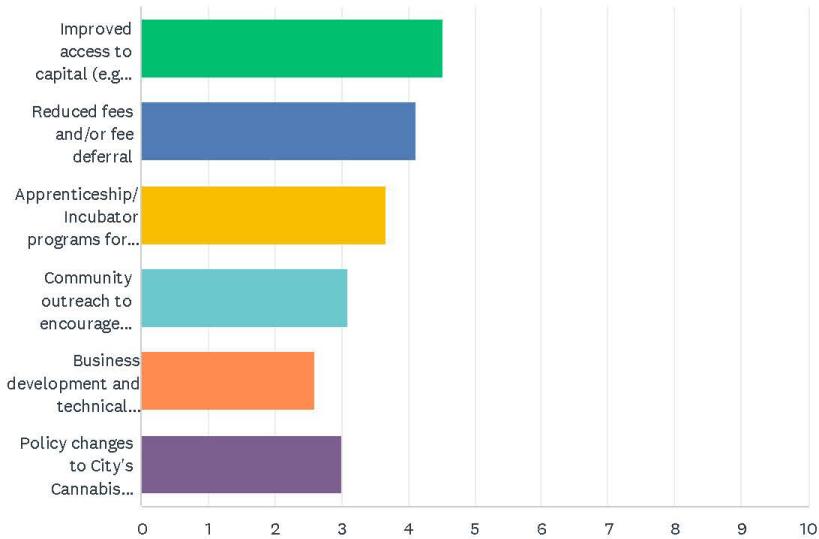
#	OTHER (PLEASE SPECIFY)	DATE
1	Dispensaries are still operating like slum shops with not respecting the employees and their work boundaries.	12/28/2024 5:14 PM
2	Don't need anymore cannabis stores	10/5/2024 8:50 AM

3	NA	9/1/2024 9:36 PM
4	I do not know	8/22/2024 10:44 PM
5	Keep the barriers	8/14/2024 7:46 PM
6	Not necessary here in Daly city	8/12/2024 7:43 PM
7	Limited retail opportunities	8/10/2024 5:10 PM
8	In	8/10/2024 1:19 PM
9	We do not need cannabis industry in Daly City	8/10/2024 9:27 AM
10	N/a	8/8/2024 10:11 PM
11	Loving parents protesting their children	8/8/2024 4:51 PM
12	local laws	8/7/2024 8:48 PM
13	what benefits could they offer to an employee, besides transfer fees to the consumer for health insurance 😊 what is the enticements to this equity program	8/7/2024 1:36 AM
14	I hope our city leaders are against marijuana business and find other sources of revenue	8/6/2024 8:51 PM
15	It's not good for employer	8/6/2024 7:16 AM
16	I don't want pot dispensaries in Daly City	8/5/2024 6:16 PM
17	Not my concern	8/5/2024 12:32 PM
18	Not sure	8/5/2024 9:17 AM
19	Understanding of cannabis and controlled substance law	8/4/2024 8:35 PM
20	You don't have a lot of jobs in this sector you would have more jobs in the sector if you allowed growing within the city and if you allowed more cannabis shops to open	8/4/2024 7:53 PM
21	Not interested	8/4/2024 12:37 PM
22	It's illegal on the Federal level plus the black market is competing with state/locally licensed dispensaries.	8/4/2024 8:50 AM
23	Really you ask this .... How much do you smoke	8/4/2024 1:24 AM
24	Lack of businesses to be hired by	8/3/2024 6:23 PM
25	It does not matter as that industry should be banned.	8/3/2024 4:33 PM
26	n/a	8/2/2024 11:03 AM
27	Unknown	7/26/2024 7:46 PM
28	Against cannabis in our community	7/25/2024 9:53 PM
29	No benefits available for job	7/22/2024 1:15 PM

**Q10** The City is considering developing a dedicated program to bring equitable access to the Cannabis industry, with a particular focus on assisting communities that were disproportionately affected by the War on Drugs. Which of these strategies do you think would be most effective in the City to address issues of equity in regards to the Cannabis industry?

Please rank the following in order of importance.

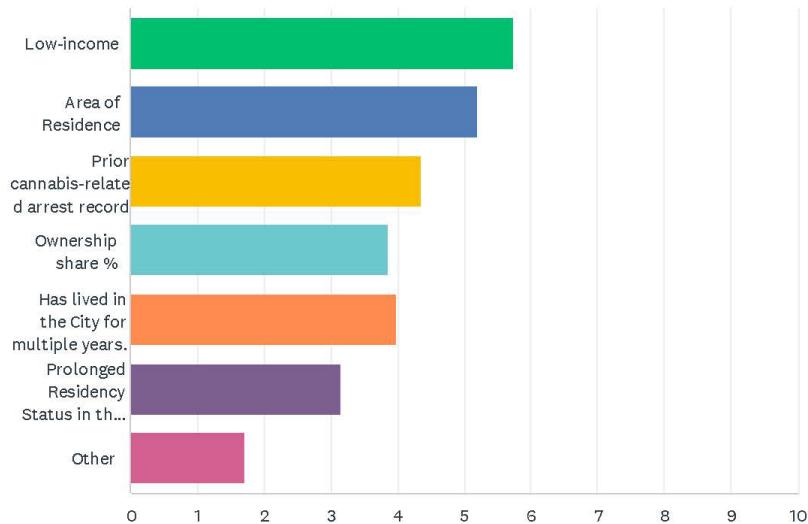
Answered: 92 Skipped: 8



	1	2	3	4	5	6	TOTAL	SCORE
Improved access to capital (e.g., a grant program)	38.04% 35	23.91% 22	13.04% 12	6.52% 6	13.04% 12	5.43% 5	92	4.51
Reduced fees and/or fee deferral	18.48% 17	36.96% 34	14.13% 13	9.78% 9	9.78% 9	10.87% 10	92	4.12
Apprenticeship/Incubator programs for equity businesses	8.70% 8	10.87% 10	43.48% 40	18.48% 17	13.04% 12	5.43% 5	92	3.67
Community outreach to encourage participation	6.52% 6	10.87% 10	13.04% 12	39.13% 36	15.22% 14	15.22% 14	92	3.09
Business development and technical assistance programs	2.17% 2	7.61% 7	13.04% 12	18.48% 17	42.39% 39	16.30% 15	92	2.60
Policy changes to City's Cannabis Ordinance	26.09% 24	9.78% 9	3.26% 3	7.61% 7	6.52% 6	46.74% 43	92	3.01

**Q11 What do you think are some qualifying eligibility criteria for applicants that should take priority in receiving equity assistance? Please rank the following in order of importance.**

Answered: 100 Skipped: 0



	1	2	3	4	5	6	7	TOTAL	SCORE
Low-income	54.00% 54	15.00% 15	8.00% 8	8.00% 8	5.00% 5	8.00% 8	2.00% 2	100	5.73
Area of Residence	9.00% 9	47.00% 47	18.00% 18	12.00% 12	10.00% 10	4.00% 4	0.00% 0	100	5.21
Prior cannabis-related arrest record	11.00% 11	10.00% 10	39.00% 39	11.00% 11	10.00% 10	10.00% 10	9.00% 9	100	4.35
Ownership share %	2.00% 2	6.00% 6	18.00% 18	40.00% 40	18.00% 18	15.00% 15	1.00% 1	100	3.85
Has lived in the City for multiple years.	11.00% 11	12.00% 12	8.00% 8	16.00% 16	43.00% 43	7.00% 7	3.00% 3	100	3.99
Prolonged Residency Status in the City	7.00% 7	10.00% 10	7.00% 7	9.00% 9	10.00% 10	49.00% 49	8.00% 8	100	3.16
Other	6.00% 6	0.00% 0	2.00% 2	4.00% 4	4.00% 4	7.00% 7	77.00% 77	100	1.71

**Q12 Do you have any other ideas or suggestions for qualifying eligibility criteria that you believe should be considered for prioritizing applicants to receive equity assistance?**

Answered: 71 Skipped: 29

#	RESPONSES	DATE
1	None	11/2/2024 10:00 AM
2	NA	10/23/2024 5:22 PM
3	No	10/14/2024 11:34 AM
4	I want to be the mayor	10/8/2024 11:05 PM
5	This survey doesn't allow for concerned citizens to disallow a program that promotes cannabis businesses, including one that would give support through financial means. I'd support a program like this if it were for some other business like a restaurant	10/5/2024 8:50 AM
6	Weed actually keeps people oppressed, please rather spend time and energy focusing on providing more educational opportunities for people to grow and be productive in society.	9/21/2024 9:43 AM
7	Equity?? You kidding? Only medical patients need cannabis. Otherwise, it should be illegal.	9/21/2024 9:15 AM
8	No	9/15/2024 4:19 PM
9	I am concerned about being continuously exposed to cannabis second/third-hand smoke, since it can lead to serious health problems, similar to cigarette smoking and vaping	9/14/2024 2:34 PM
10	Do not bring drugs to our city-including cannabis. You are ruining our city and bringing it down. Can't you think of healthy needed businesses for our people? Healthy people that don't bring trouble for us. No to all drugs. Please think of safety for adults and the horrible example for our school kids. No to all drugs, cannabis is just the beginning, then comes harder drugs. Do something good for Daly City-we need it.	9/13/2024 9:28 PM
11	I'm begging you not to allow cannabis businesses in Daly City. If you allow this you do not care about your citizens only about making money. I've seen lives ruined by this drug. It is a drug. It alters the mind, makes some young people think they can try other drugs and has brought criminal activity to the neighborhood when these stores are held up. Our community doesn't need this. Sadly there are plenty of other stores in the area where people can obtain their drug. Please don't make it available in my City.	9/13/2024 5:41 PM
12	prior success at running a business. equity programs do not work by simply giving money or technical assistance. at the end of the day, business experience is paramount.	9/9/2024 2:22 PM
13	You people have gone woke and lost your sense of right and wrong. It's a gateway drug, science tells us this, and you are promoting. Bad government...bad choices, again	9/1/2024 9:36 PM
14	Security of location and surrounding neighborhoods	8/30/2024 6:26 PM
15	This program is bullshit. Don't waste tax payer money and time. Daly City is inept and any grant money toward this program will be a waste. This will only serve those behind the effort and no one else.	8/26/2024 12:03 PM
16	N/A	8/25/2024 4:18 PM
17	Not at this time	8/22/2024 10:44 PM
18	Essay explaining the persons business plan/ goals	8/17/2024 8:08 PM
19	Women-owned	8/13/2024 6:47 PM
20	Non, please don't start	8/12/2024 7:43 PM

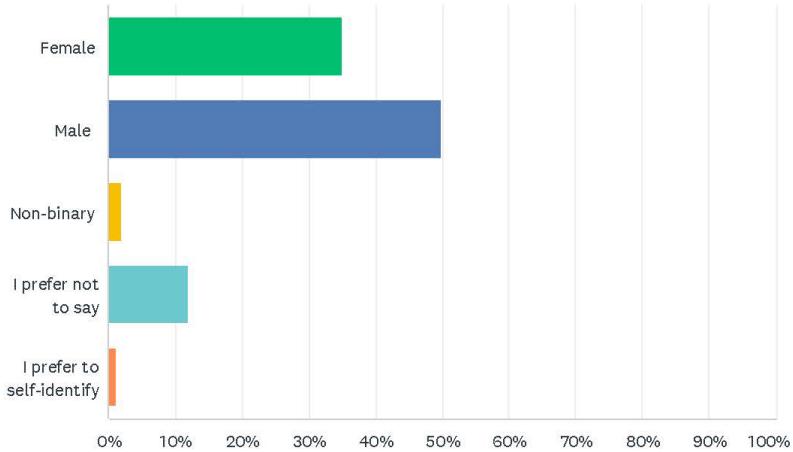
21	Low income, demonstrated commitment to learning how to run a business.	8/11/2024 10:02 AM
22	Demonstrating impact that failed drug deterrence policy has had on your person, family and community. Time-served for marijuana offenses should be directly credited against licensing and start-up fees. City bonds established to assist with impacted potential equity entrepreneurs. No carve-outs for special interest groups/neighborhoods.	8/10/2024 5:10 PM
23	Do not approve any cannabis invitations in this city! Beef up your police dept, there are plenty of potential DUI infractions, plus the cannabis store where Val's is located will impact the surrounding residential neighborhood -very inconsiderate of DC council to approve this store.	8/10/2024 1:19 PM
24	We do not need cannabis industry in Daly City	8/10/2024 9:27 AM
25	Say no to drugs	8/8/2024 10:11 PM
26	Get rid of Daly City politicians supporting legalizing drugs.	8/8/2024 4:51 PM
27	No	8/8/2024 4:44 PM
28	NA	8/8/2024 1:39 PM
29	No	8/8/2024 9:54 AM
30	treat cannabis like any other cultivating business- loosen the barriers of entry for entrepreneurs	8/7/2024 8:48 PM
31	why is it, so important to the city of Daly City to invest in a research to increase the use of cannabis by its citizens or is it because they want to get more tax money equitably out of the businesses.	8/7/2024 1:36 AM
32	If marijuana is the only idea our community leaders have to raise revenue, maybe they should quit and allow more competent people take their place.	8/6/2024 8:51 PM
33	We should NOT be encouraging sale of drugs in Daly City.	8/5/2024 6:16 PM
34	Quit spending time and money on Cannabis business	8/5/2024 1:40 PM
35	It's not about equity. Daly City just had a robbery of a smoke shop. We don't need anymore smoke shops or dollar stores. We need more restaurants, access to more gyms, yoga, meditation, dog parks.	8/5/2024 12:32 PM
36	Cannabis should be in an Industrial area of Daly City. If people want it, then they will travel for it. It shouldn't be near residential or schools churches.	8/5/2024 12:06 PM
37	No	8/5/2024 9:17 AM
38	Business experiance	8/5/2024 8:48 AM
39	None	8/5/2024 12:21 AM
40	Must prioritize a campaign against driving intoxicated. To many stoners driving under the influence of cannabis.	8/4/2024 8:28 PM
41	I think it should be given to people who have been in the city for long period of time. It should also be provided to people who can be entrusted by the public to run a good business	8/4/2024 7:53 PM
42	I am against the cannabis business coming into Daly City. I have friends who havr ruined lives by this drug.	8/4/2024 6:45 PM
43	Study had shown that every dispensary open had increase more crime to neighborhood. Just follow San Francisco and it will be the same.	8/4/2024 12:37 PM
44	Should cancel program or sunset existing program. City should focus on food deserts, medical care, daycare, etc.	8/4/2024 8:50 AM
45	No	8/4/2024 2:54 AM
46	Why not just give away smoke to all residents. Let's make and keep low income people stupider and give them money to get high each and every day on tax payer dollars	8/4/2024 1:24 AM
47	No	8/3/2024 9:53 PM
48	It really seems to me this is about race. The whole framing of this questioner is about " those communities" disproportionately affected by drug laws. The truth is black and Hispanic people	8/3/2024 8:55 PM

were more likely to get searched and hence prosecuted. My point being the enforcement of the law was not evenly applied. I believe in equal rights but the notion of who should get special consideration is tied to those who were unfairly targeted.

49	Remove any and all barriers to the flow of free market forces. Government is not good at managing etc so get out of the way.	8/3/2024 6:23 PM
50	I do not support this program.	8/3/2024 5:49 PM
51	Keep cannabis OUT of Daly City. We don't need more crime, litter and crime!	8/3/2024 5:26 PM
52	I don't want any cannabis related business near my home.	8/3/2024 4:52 PM
53	Yes. It should not be provided. Clean up the city and reduce crime and hire more police.	8/3/2024 4:33 PM
54	No	8/3/2024 4:04 PM
55	no	8/3/2024 3:49 PM
56	None	8/3/2024 3:43 PM
57	Stop degrading the quality of life for people living in and around DC by selling out to An industry that provides no legitimate benefit to 95% of society all for the hopes of lining the city's pockets with "tax revenue"	8/3/2024 2:43 PM
58	The science and crime rates show the the problems of having more cannabis businesses. We don't want this in our city!	8/3/2024 2:30 PM
59	N/A	8/3/2024 12:37 PM
60	No	8/3/2024 12:00 PM
61	not sure yet	8/2/2024 11:03 AM
62	- People who received local education - No one with pedo charges	7/26/2024 8:08 PM
63	Being kind	7/26/2024 7:46 PM
64	Why is Daly City supporting cannabis industry? Is Daly City encouraging the establishment and marketing marijuana use over other tobacco and alcohol?	7/26/2024 3:14 AM
65	I am against any cannabis in our community. If you need cannabis for an illness get a prescription from your local doctor.	7/25/2024 9:53 PM
66	Not at this moment	7/22/2024 1:15 PM
67	San Francisco included attending public school in SF as a qualifying factor, date showed that brown and black students experienced suspensions and expulsion at higher rates because of cannabis and that in addition to righting the wrongs of previous cannabis enforcement there was a need to address the reality of school to prison pipelines our communities have experienced.	7/17/2024 1:44 AM
68	Arrested in other city while living/working in Daly City	7/16/2024 10:49 PM
69	Reasonable tax program in order to maintain competitiveness with traditional market and also to make City more attractive to other operators	7/16/2024 2:33 PM
70	Senior Citizens need financial assistance and access and should be prioritized.	7/11/2024 1:26 PM
71	O	7/1/2024 8:02 PM

## Q13 What is your gender?

Answered: 100 Skipped: 0

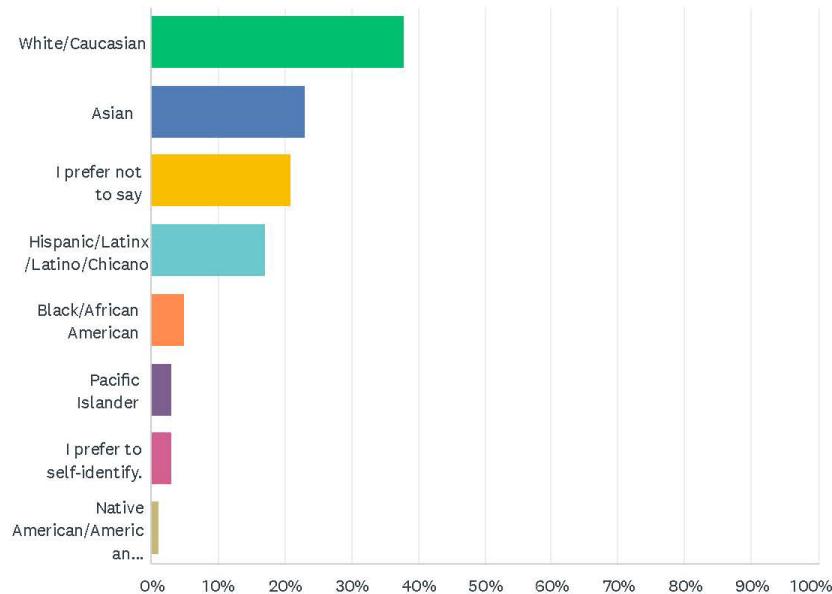


ANSWER CHOICES		RESPONSES	
Female		35.00%	35
Male		50.00%	50
Non-binary		2.00%	2
I prefer not to say		12.00%	12
I prefer to self-identify		1.00%	1
<b>TOTAL</b>			<b>100</b>

#	I PREFER TO SELF-IDENTIFY	DATE
1	Go fuck yourself. This isn't a gender issue.	8/26/2024 12:03 PM

## Q14 What is your race and/or ethnicity? Choose all that apply.

Answered: 100 Skipped: 0

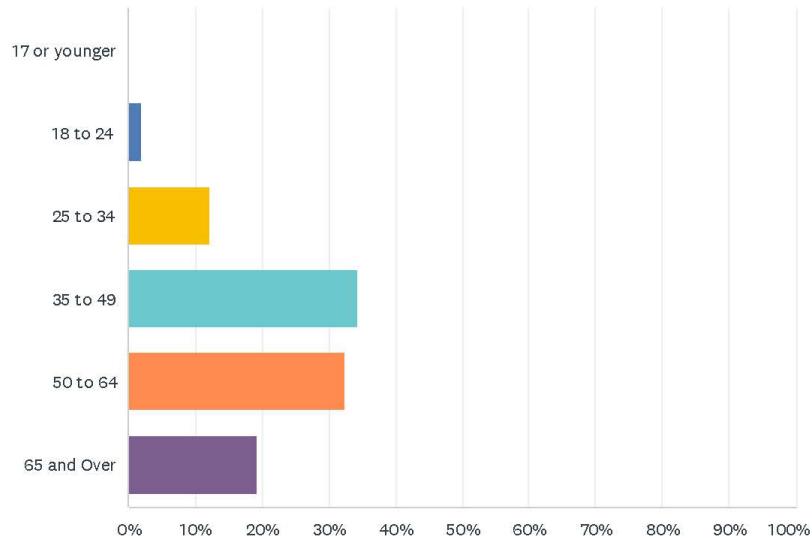


ANSWER CHOICES		RESPONSES	
White/Caucasian		38.00%	38
Asian		23.00%	23
I prefer not to say		21.00%	21
Hispanic/Latinx/Latino/Chicano		17.00%	17
Black/African American		5.00%	5
Pacific Islander		3.00%	3
I prefer to self-identify.		3.00%	3
Native American/American Indian/Indigenous American		1.00%	1
Total Respondents: 100			

#	I PREFER TO SELF-IDENTIFY.	DATE
1	Go fuck yourself. This isn't a race issue.	8/26/2024 12:03 PM
2	We are AMERICANS race does not matter.	8/3/2024 4:33 PM
3	Filipino/ Mixed European- American	7/17/2024 1:44 AM

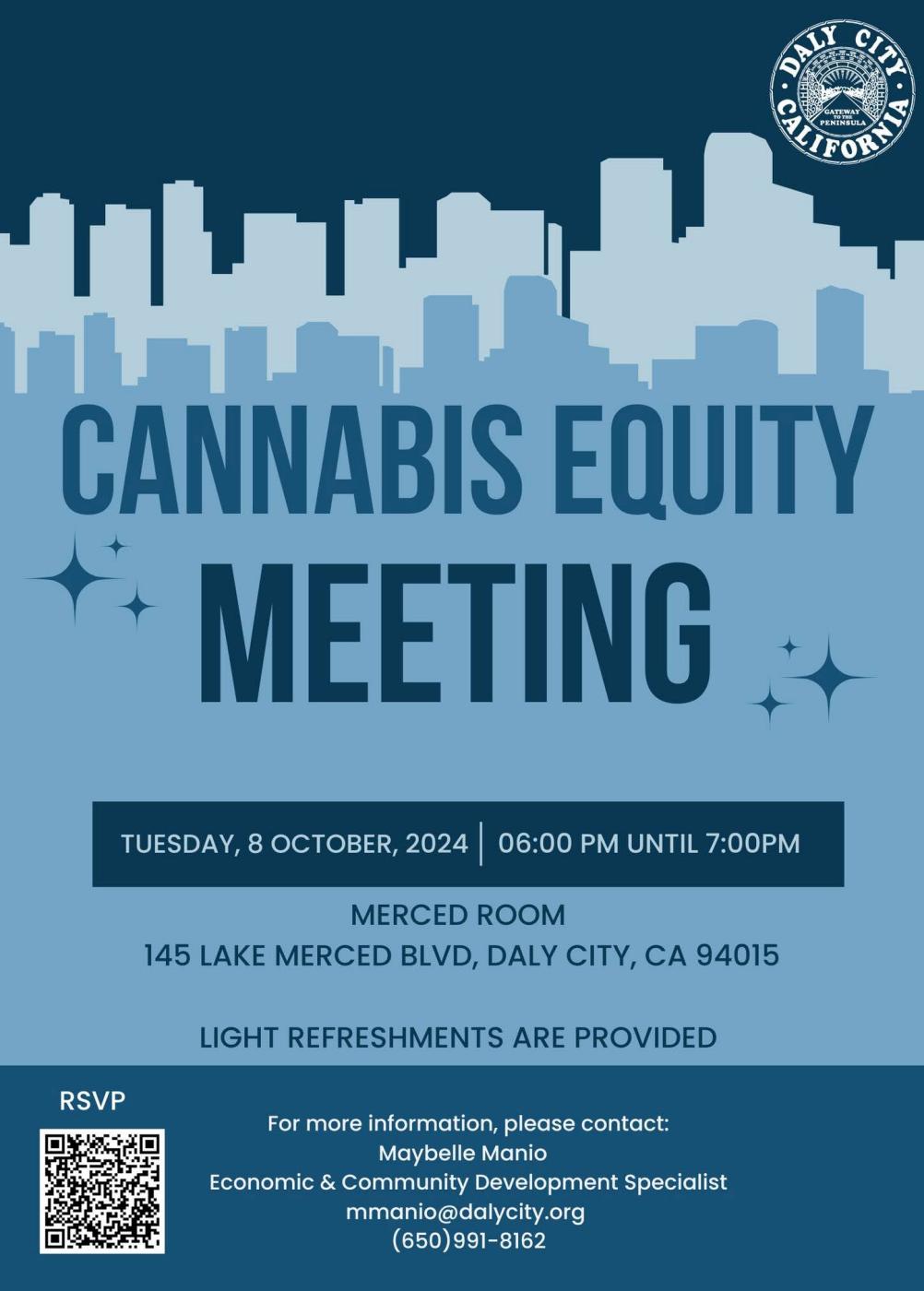
## Q15 What is your age?

Answered: 99 Skipped: 1



ANSWER CHOICES	RESPONSES
17 or younger	0.00%
18 to 24	2.02%
25 to 34	12.12%
35 to 49	34.34%
50 to 64	32.32%
65 and Over	19.19%
<b>TOTAL</b>	<b>99</b>

## Appendix C: Community Meeting Invitations



The flyer features a blue-toned city skyline silhouette at the top. In the upper right corner is the official seal of the City of Daly City, California. The main title, "CANNABIS EQUITY MEETING", is prominently displayed in large, bold, dark blue letters. Below the title are three small blue starburst icons. The event details are listed in a white box: "TUESDAY, 8 OCTOBER, 2024 | 06:00 PM UNTIL 7:00PM" and "MERCED ROOM, 145 LAKE MERCED BLVD, DALY CITY, CA 94015". A "LIGHT REFRESHMENTS ARE PROVIDED" note is below the address. The bottom section is a dark blue box containing the "RSVP" section and contact information for Maybelle Manio.

**CANNABIS EQUITY MEETING**

TUESDAY, 8 OCTOBER, 2024 | 06:00 PM UNTIL 7:00PM

MERCED ROOM  
145 LAKE MERCED BLVD, DALY CITY, CA 94015

LIGHT REFRESHMENTS ARE PROVIDED

**RSVP**

For more information, please contact:  
Maybelle Manio  
Economic & Community Development Specialist  
[mmanio@dalycity.org](mailto:mmanio@dalycity.org)  
(650) 991-8162



# CANNABIS EQUITY MEETING

Join Daly City's Virtual Cannabis Equity Meeting!

NOVEMBER 20, 2024 06:30 PM

**This virtual meeting will cover:**

- Key topics surrounding cannabis equity in our community
- Open discussions for business owners, residents, and curious minds alike

Your Voice Matters!  
Share your thoughts, ask questions, and join the conversation.

[Register Now!](#)

For more information, please contact Maybelle Manio:  
Economic & Community Development Specialist  
[mmanio@dalycity.org](mailto:mmanio@dalycity.org)  
(650)991-8132

