

CALIFORNIA COVID-19 WORKPLACE OUTREACH PROJECT (CWOP)

Campaign Report

Outreach From

September 1, 2023 – September 30, 2024

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EXECUTIVE SUMMARY



Executive Summary

From September 2023 through September 2024, the California COVID-19 Workplace Outreach Project (CWOP) was overseen by the California Department of Industrial Relations (DIR) and administered in collaboration with four University of California programs, and led in partnership with 76 community-based organizations (CBOs) statewide.

CWOP's primary goal was to improve workplace health and safety conditions for California workers by expanding education, outreach, and awareness of the impact of COVID-19 in the workplace, labor laws related to workplace health and safety, and worker protections such as paid sick leave, anti-retaliation, and workers' compensation. Over this 12-month project period, CBOs successfully reached workers in low-wage industries who are at high-risk of experiencing unsafe working conditions and other labor violations.

CWOP is grounded in the core experience that the most effective way to reach historically underserved workers is through partnerships with local, trusted organizations that possess the language skills and cultural competence to provide support. CWOP has been uniquely successful

because it provides organizations with the funding and capacity-building resources to support workers in their communities, develop strong regional coalitions, and create a reliable network of worker support.

This iteration expanded the impact of previous years by increasing the number of participating CBOs and the capacity of CBOs through extensive, ongoing training. For the first time, CWOP provided funding for technical assistance for CBOs that wanted to support workers in resolving problems, helping to bridge the gap between education and action. As a result of these adjustments, CWOP has effectively conducted approximately 830,000 conversations with workers, reflecting a 30% increase compared to the 640,000 conversations held during the previous 12-month period.

CWOP has succeeded not only in reaching workers but also in building long-term capacity by enhancing the knowledge of participating CBOs, strengthening partnerships between CBOs and state agencies, and fostering deeper relationships among CBOs across regions.

Community Voice

“Veronica was fired after asserting her rights to accrued sick time and insisting that her 10-minute breaks be respected. She connected with TUWU and learned that this sort of retaliation was a form of workplace abuse. As an informed worker backed by her worker center and its membership, she reached out to the owners of the restaurant and delivered a letter demanding her employer reinstate her. Not only did she win her job back, but she received back pay of close to \$1,600.”



Trabajadores Unidos Worker United (TUWU)



Key Campaign Metrics

\$25M

Total Funding for CWOP
FY2023-2024

76

Participating Community-Based
Organizations (CBOs) Across California

5M

Total Campaign Touchpoints*

830K

Interactive, Two-way
Conversations**

4.17M

People Reached, Educational Outreach
(including material distribution)***

27

Languages Used in
CBO Outreach

14

State-led Trainings
for CBOs

99

UC-led Trainings
for CBOs

** **Total campaign touchpoints** is the sum of all interactive and education-focused outreach.*

*** **Interactive outreach** involved two-way engagements using tactics such as door-to-door canvassing, phone banking, trainings, workshops, meetings, and outreach at events or high-trafficked areas.*

**** **Education-focused outreach** involved broader information-sharing activities that did not require extensive one-on-one interaction, using tactics like texting, emails, direct mailers, flyers, social media posts, ethnic media partnerships, interviews, and articles, blogs and newsletters.*



BACKGROUND & OVERVIEW



Background & Overview

BACKGROUND

In response to the global COVID-19 pandemic, California's Labor and Workforce Development Agency (LWDA) launched the COVID-19 Workplace Outreach Project (CWOP) in February 2021. This community-based initiative aimed to mitigate the spread of COVID-19 in workplaces and provide critical education to both workers and employers. The program was essential, as frontline and low-wage workers were among the hardest hit by the pandemic, facing unsafe working conditions, illness, and income loss. CWOP utilized a trusted messenger model,

recognizing that the most effective way to reach workers was through local partners embedded in the community.

Originally planned as a six-month program, CWOP's success led to extended funding over multiple years. From February 2021 to September 2024, CWOP achieved remarkable results, **including 7.5 million touchpoints and 1.5 million two-way conversations with workers and employers.** This outreach was particularly effective due to the focus on regionally tailored strategies, culturally relevant outreach, and language accessibility.

HIGHLIGHTS FROM THIS YEAR

CWOP strengthened its immediate and long-term impact through:

- **Capacity Building:** A key accomplishment was the significant expansion in the number, breadth, and depth of training provided to CBOs. UC Leads and state agencies, often in partnership with CBOs, delivered over 100 trainings in various formats, both in-person and virtual, tailored to statewide, regional, and individual needs. Customized trainings enhanced the effectiveness of outreach and broadened the range of labor issues CBOs were equipped to address.
- **Direct Worker Support:** Additional funding was provided for organizations to offer technical assistance and extend their direct support to workers in addressing labor violations. This expanded capacity played a pivotal role in helping workers navigate workplace issues and take action. CBOs provided a variety of support from writing demand letters to recover unpaid wages and sick leave, offering case management support, and filing claims.
- **Expanding Topics:** While COVID-19 risks and prevention measures remained central to all outreach efforts, topics were expanded to be more responsive to shifting community needs such as extreme heat and wage theft.

CWOP'S LATEST PHASE (SEPTEMBER 2023 - SEPTEMBER 2024)

From September 2023 through September 2024, CWOP was administered by four University of California programs and overseen by the California Department of Industrial Relations (DIR).

The program's primary goal was to improve workplace health and safety conditions for California workers by expanding educational outreach and awareness of the impact of COVID-19 in the workplace, labor laws related to workplace health and safety, and worker protections such as paid sick leave, anti-retaliation, and workers' compensation. The program maintained its emphasis on high-quality, interactive, in-person, two-way conversations, while making key adjustments to deepen its overall effectiveness. These adjustments included a stronger focus on training and capacity building, as well as providing direct one-on-one support to help workers navigate workplace issues.

During this period, funds were allocated to 76 community-based organizations (CBOs) to reach communities disproportionately impacted by COVID-19 and unsafe working conditions, including immigrants, workers in low-wage sectors, and individuals with limited English proficiency, as well as industries at high risk for COVID-19 exposure, such as agriculture, food service, and manufacturing. See page 8 for the full list of industries.

This report offers both qualitative and quantitative analyses of the efforts from September 2023 to September 2024, highlighting the voices and insights of CBOs that participated in CWOP.

CWOP Structure

CWOP CBOs were organized into 10 regions and special focus areas, each led by a UC Lead and supported by a Regional Lead(s). This structure allowed each regional coalition to build local capacity, share knowledge and resources, and tailor strategies to the unique demographic and industry make up of their communities.

The UC Leads, including UC Berkeley Labor Occupational Health Program (LOHP), UC Davis Western Center for Agricultural Health and Safety (WCAHS), UCLA Labor Occupational Safety and Health Program (LOSH), and UC Merced Community and Labor Center (UCM CLC), were tasked with administering the program, managing subcontracts with participating CBOs in each region, and partnering with CBOs to implement the outreach and education campaign. UC Leads collaborated closely with Regional Leads to strategize for each region, provide trainings on substantive health and safety and labor rights topics, and provide ongoing support throughout the campaign. In addition, UC Leads also conducted their own outreach directly to workers as part of the regional strategy.

Regions were each supported by 1–2 “Regional Leads” who provided local leadership and drove collaboration. They were instrumental in helping coalition members work together to solve problems, share insights, and achieve outreach goals. Regional Lead responsibilities included coordinating strategies to reach the target demographic and industries in the region, participating in monthly one-on-one check-ins with each CBO and with UC Leads to address challenges and refine approaches, facilitating regional coalition meetings to foster communication and collaboration, and providing essential training and technical assistance to strengthen the efforts of CBOs in the coalition.

ROLE	ENTITY	DESCRIPTION OF ROLE
Funder/State Agency	Department of Industrial Relations (DIR)	Oversee administration of CWOP and coordination with state agencies.
Project Administrators	UC Leads	Administer CBO and Regional Lead contracts, oversee reporting and invoicing, develop new outreach materials, provide facilitation and coalition-building support, as well as training and capacity building programs for CBOs, and support in navigating workplace violations.
Regional Leads	See page 9 for full list	Coordinate and strategize with CBOs to advance outreach and education activities, support CBOs, co-facilitate trainings as needed.
Outreach Partner Organizations	See appendix for full list	Conduct outreach and education to/with priority industries, geographies, and populations.

List of Target Industries:

- Agriculture
- Car wash
- Food processing, including meatpacking
- Food service, including restaurant and grocery/retail
- Janitorial and hospitality
- Warehouse and logistics
- Manufacturing, including garment
- Residential care

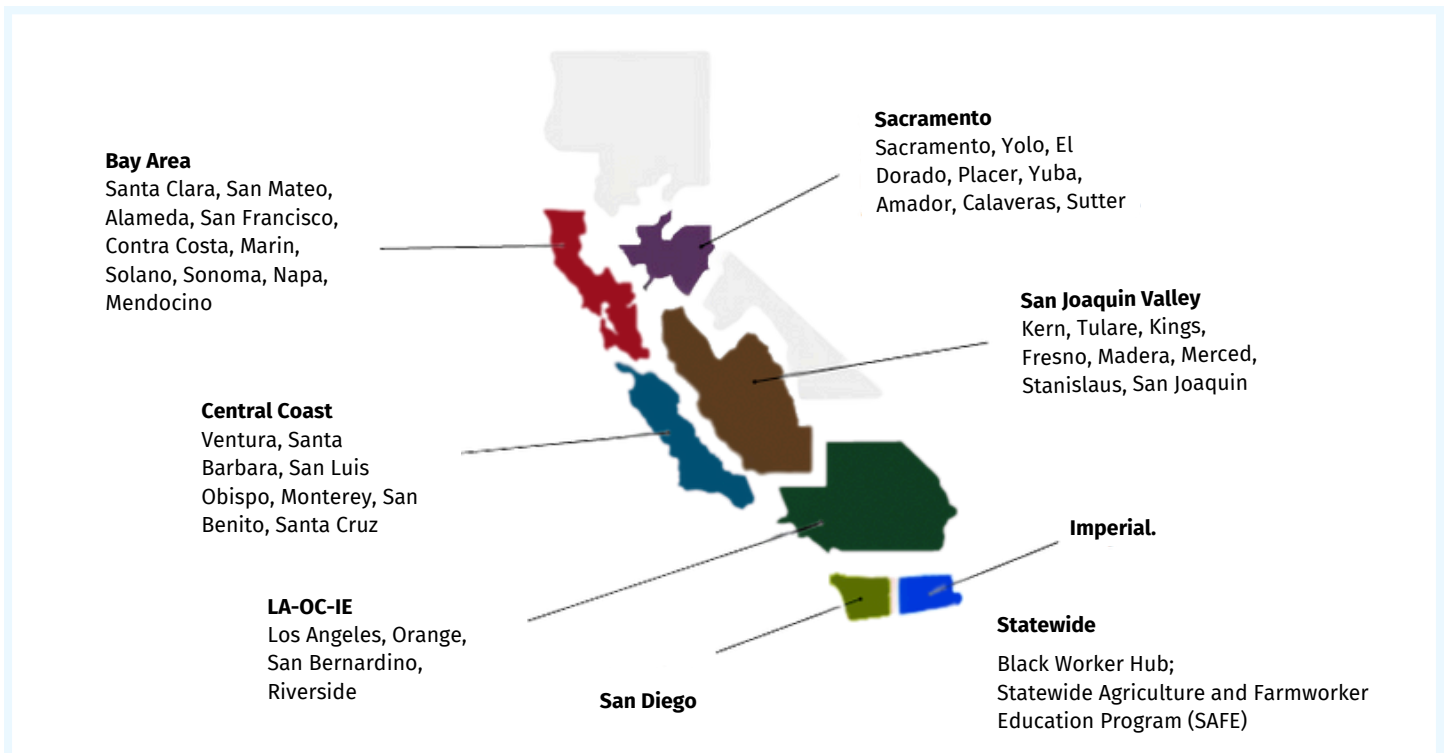
Community Voices

“... the opportunity to work with others at different levels within the program structure, including the support offered by the UCs and specific government agencies, as well as the ability to include consultants, has helped build a foundation that will serve us well in the coming years.”



Warehouse Worker Resource Center (WWRC)

Overview of Regions



Notes: In some cases outreach was expanded to additional counties outside of the identified regions such as in Butte and Shasta County. Two statewide coalitions were organized by special focus areas rather than geographic region: the SoCal Black Worker Hub (The Hub) and the Statewide Agriculture and Farmworker Education Program (SAFE).

REGIONAL / SPECIAL FOCUS	REGIONAL LEAD	UC LEAD
Bay Area	Worksafe & Step Forward Foundation	UC Berkeley LOHP
Central Coast	CBDIO & MICOP	UC Davis WCAHS
Imperial	Comité Civico del Valle	UC Davis WCAHS
Los Angeles, Orange County & Inland Empire	SoCalCOSH & Warehouse Worker Resource Center	UCLA LOSH & UC Merced CLC
Sacramento	Sacramento Central Labor Council	UC Berkeley LOHP
San Diego	Employee Rights Center	UC Davis WCAHS
San Joaquin Valley	UC Merced CLC	UC Merced CLC
Statewide - Black Worker Hub	LA Black Worker Center	UCLA LOSH
Statewide - Statewide Agriculture and Farmworker Education Program (SAFE)	UC Davis WCAHS	UC Davis WCAHS

CAMPAIGN PERFORMANCE STATISTICS



Campaign Performance Statistics

This section presents a breakdown of key metrics, statistics, and qualitative data related to the impact of CWOP. The first subsection of Campaign Performance Statistics provides an analysis of workers reached and the second subsection focuses on the broader impact of CWOP.

Data and insights were gathered from multiple sources, including bi-monthly outreach reports submitted by CBO partners through the Community Outreach Rapid Deployment (CORD) tool, surveys, one-on-one conversations, and group discussions.

SUMMARY OF KEY DATA

From September 2023 through September 2024, 76 contracted CWOP organizations reported:

- **830k people reached through interactive outreach** which involved two-way engagement between CBO staff and community members, using tactics such as door-to-door canvassing, phone banking, trainings (either virtual or in-person), workshops, and meetings and outreach at events or high-trafficked areas.
- **4.17 million people reached through education-focused outreach** which involved broader information-sharing activities that did not require extensive one-on-one interaction, using tactics like texting, emails, direct mailers, flyers, social media posts, ethnic media partnerships, interviews, and articles, blogs and newsletters.

Together, interactive and education-focused outreach combined to equal **5 million campaign touchpoints**.

The emphasis on interactive outreach combined with the increased number of CBOs led to nearly a 30% increase in conversations with workers compared to the previous 12-month period.*

**In the previous 12-month project period, there were 640k interactive, two-way conversations reported.*



Community Voices

“CWOP has allowed us to reach people in rural Coachella, where there is a large population of migrant indigenous workers. The challenges this community experiences is further compounded by a lack of services, or even materials, in a language they can understand. This group of people have varying levels of literacy and language skills, many not speaking either English or Spanish. With CWOP funding, we were able to hire outreach workers who spoke Purepecha and who presented information in various modalities. This meant that we were able to provide services to a community which is often overlooked and chronically underserved.”



Inland Congregations United for Change (ICUC)



Statewide Outreach Data

September 1, 2023 - September 30, 2024

5M

Total Campaign Touchpoints

830K

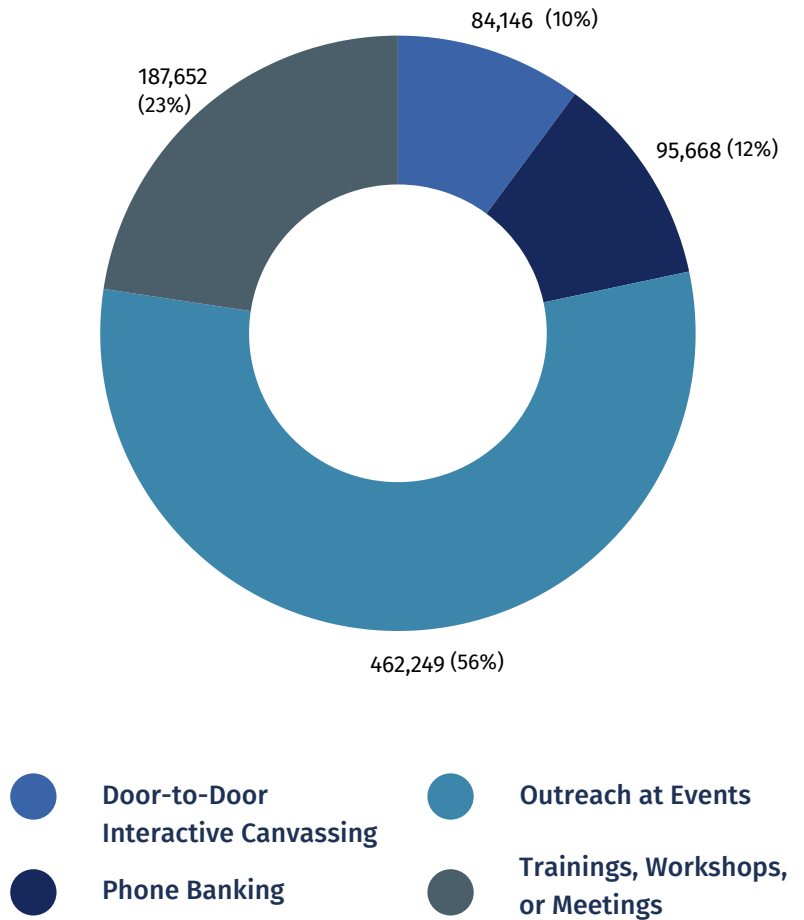
People Reached Through Interactive Outreach

4.17M

People Reached Through Educational Outreach

Number of Completed Conversations

by Interactive Activity Types



Trainings and Referrals

Trainings and direct support for workers were two essential components of CWOP that helped build long-term local capacity, empower workers, and drive action. CBOs assisted workers in addressing workplace issues, often resulting in actions such as sending demand letters, speaking with employers, or filing complaints.

4,462

Trainings, Workshops,
or Meetings

Top 3 Categories of Targeted Support*

7,313

Health and Safety

5,925

Workers' Compensation

4,658

Wages

**Targeted support refers to referrals or actions reported by CBOs that indicate some level of support was provided to address key topic areas. The list of top categories shown above does not include referrals reported as "other."*

Community Voices

"The Wage Theft and Workers' Rights Workshops were held with our local unions for construction and hospitality/service workers and had an immediate and lasting impact on union members. Following the workshops, workers filed wage theft claims and successfully recovered unpaid wages. In addition, the education they received empowered them to advocate for fair treatment in their workplaces in the future. Workers now have a better understanding of their rights and renewed confidence to take action if those rights are violated."



Orange County Labor Federation, AFL-CIO

"The number of abuses that immigrant workers face every day at their job sites is staggering. Many people do not know about the laws that protect them, so our outreach and one-on-one education on these topics feels very impactful. The combination of funding and training from CWOP has allowed us to "up our game" in this area, going from simply providing referrals to educating workers and directly advocating for them and with them. Although easy resolutions are elusive, the instances when we have been able to directly protect a worker's job have been extremely rewarding and have raised our confidence as an organization to advocate for our clients and community members in this area."



East Bay Sanctuary Covenant

Community Voices

“The most impactful part of the program is providing information to our clients in their language and addressing the language barrier in our community — which they face daily. This has resulted in the Cambodian community better understanding their rights and improving their financial stability. Clients are better equipped to handle the inequalities they face in the workplace due to their language barriers.”

 The Cambodian Family

“This program strengthened our organization by allowing us to deepen our relationships with some of the more overlooked members of our community. Through CWOP, we were able to work more closely with our Promotoras, who have strong and trusted relationships within the community, helping us increase our outreach efforts. Additionally, we expanded our capacity by adding a new staff member, allowing us to reach more diverse populations and communicate effectively in multiple languages, ultimately increasing our impact and connection with the community.”

 City Heights Community Development Corporation

“Through CWOP, we were able to train more worker leaders to do outreach in their own communities including among indigenous language speakers, like Triqui, Chatino, Mixteco.”

 North Bay Jobs with Justice

Outreach by Language

Many languages were used during the campaign to meet the needs of communities across California. Often multiple languages were used during a single outreach activity; however, when reporting, CBOs were asked to indicate the primary language used per activity. The data below reflects only the primary language reported for each activity.* Interactions include interactive outreach and materials distributed.

27

Primary Languages Reported in Outreach

Top 10 Languages by Interactions

2.25M	Spanish
1.87M	English
324K	Mixteco
139K	Vietnamese
52K	Arabic
20K	Tagalog / Filipino
16K	Khmer
13K	Mayan / Mam
9K	Purepecha
8K	Cantonese

**For this time period, the number of total languages includes all languages reported as the primary language in an outreach activity. In the past, language totals have included all languages used in outreach and available in outreach materials.*

Outreach by County

CWOP conducted outreach in counties across California, focusing on areas with the highest concentration of workers in the priority industries.

Interactions include interactive outreach and materials distributed.

Top 10 Counties by Interactions

244K	Ventura
208K	San Diego
149K	Imperial
146K	Fresno
129K	Santa Barbara
124K	Los Angeles
114K	Monterey
81K	Sacramento
67K	San Luis Obispo
61K	Kern

Community Voices

"One of our regions of service was North Inland in San Diego, which has a large rural area where resources, information, and services are limited. Through this grant, we had staff capacity to do the "leg work" and visit these areas to deliver workers' rights and COVID-19 education. Given our health center's status, we were able to connect families with COVID-19 vaccines in addition to other community referrals and resources."



Vista Community Clinic

"Participation in CWOP has significantly enhanced our organization's impact on the Black community in the San Bernardino region by providing direct access to essential resources for understanding and advocating for their rights. Black workers frequently face dismissal, disenfranchisement, marginalization, and a lack of support. Through CWOP, we have begun to bridge the gap between Black workers and other groups, fostering greater inclusion and empowerment."

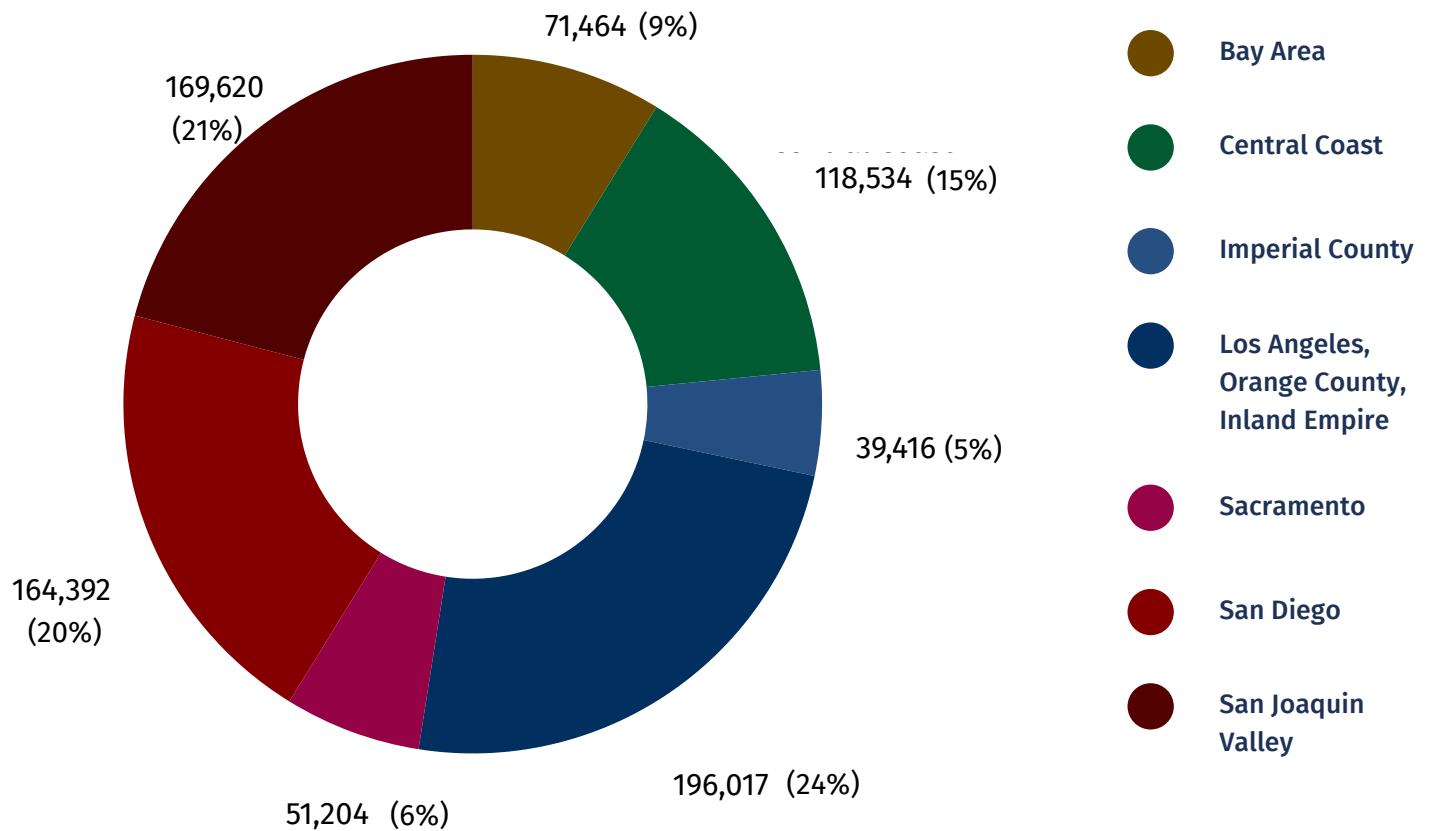


Inland Empire Black Worker Center

Outreach by Region*

CBOs were grouped into coalitions based on their geographic location or shared focus. The data below shows all interactive outreach activities reported by zip code in each region.

Number of Completed Conversations by Region



*Data includes outreach reported by Black Worker Hub and the Statewide Agriculture and Farmworker Education Program (SAFE), which operated as separate coalitions while conducting outreach in the geographic regions shown above. Any outreach conducted by CBOs in counties that are not included in the above seven regions are not reflected in this chart.



Regional Comparison

Outreach by Region

Bay Area		
71,464	334	35,118
People Reached (Interactive)	Trainings, Workshops, or Meetings	Materials Distributed

Central Coast		
118,534	282	7,133
People Reached (Interactive)	Trainings, Workshops, or Meetings	Materials Distributed

Imperial		
39,416	662	60,331
People Reached (Interactive)	Trainings, Workshops, or Meetings	Materials Distributed

Los Angeles, Orange County, Inland Empire		
196,017	1,679	37,694
People Reached (Interactive)	Trainings, Workshops, or Meetings	Materials Distributed

Regional Comparison

Outreach by Region

Sacramento		
51,204	183	32,234
People Reached (Interactive)	Trainings, Workshops, or Meetings	Materials Distributed

San Diego		
164,392	196	6,040
People Reached (Interactive)	Trainings, Workshops, or Meetings	Materials Distributed

San Joaquin Valley		
169,620	482	64,046
People Reached (Interactive)	Trainings, Workshops, or Meetings	Materials Distributed

Regional Comparison

Outreach by Region

STATEWIDE COALITIONS: BLACK WORKER HUB AND SAFE

As part of CWOP, there were two statewide coalitions that were organized by special focus areas rather than geographic region: the SoCal Black Worker Hub (The Hub) and the Statewide Agriculture and Farmworker Education Program (SAFE).

The Los Angeles Black Worker Center leads The Hub, a coalition of six CWOP CBOs and other black worker centers that aimed to reach Black workers across low-wage industries with a focus on hybrid or digital outreach including phone banking and virtual outreach sessions.

SAFE included six CWOP CBOs that had a distinct focus on reaching the agricultural industry across California. SAFE engaged farmworkers at worksites, resources fairs, trainings, and during in-depth capacity-building workshops.

The outreach data from the The Hub and SAFE is integrated into the regions where their activities took place. However, the following table provide data on outreach efforts conducted exclusively by these coalitions. Completed interactions include all interactive outreach and distribution of materials.

Black Worker Hub

60,685

Completed Interactions

SAFE

551,658

Completed Interactions



Creating Long-Term Impact

CWOP increased awareness about workplace health and safety protections and other labor rights, as well as the impact of COVID-19, while also building long-term capacity within local communities. Through education, support, and investment in CBOs, CWOP ensures that this work continues to expand and strengthen over time. Participating CBOs have demonstrated their increased capacity in a variety of ways including a significant rise in knowledge of campaign topics, strengthened relationships with state agencies and divisions, and deepened relationships between CBOs in their region and across the state.

With 78% of CBOs having participated in earlier iterations of the program, it is clear that achieving lasting impact requires sustained and consistent effort over time. CWOP's deep impact is a direct result of the long-term commitment and collaboration among participating CBOs, UC Leads, and state agencies and divisions.

In this subsection, this report demonstrates the growth in organizational capacity and long term impact across three key categories using data gathered from a range of methods including surveys, group discussions, and one-on-one interactions. Notably, a final survey was administered to participating CBOs to assess the program's impact and received 66 responses.



Increased Organizational Capacity

Organizational capacity was strengthened through training, hiring, and the ability to offer direct support. Training and technical assistance was provided by UC Leads, state agencies, and collaborations among Regional Leads and CBOs to increase each CBO's knowledge of labor rights and strategies to support workers in addressing worksite problems. **Nearly 100 trainings were provided by UC Leads which complemented the 14 trainings provided by state agencies.** Furthermore, CWOP funding allowed CBOs to extend their reach by hiring specialized staff with the necessary language skills and cultural competencies. As a result of the increased capacity, CBOs reported a wide spectrum of impactful achievements, from helping individuals secure paid sick leave to recovering hundreds of thousands of dollars in lost wages.

The below chart demonstrates the increase of CBOs with knowledge on core campaign topics as a result of their participation in CWOP. The blue column indicates the percentage of CBOs that rated their organization's current knowledge of a topic as high or very high. The yellow column compares this to the number of organizations that rated their previous knowledge of a topic, before joining CWOP, as high or very high.

Increase of CBOs with Knowledge on Core Topics		
TOPIC	RATED CURRENT KNOWLEDGE ON THE TOPIC AS HIGH OR VERY HIGH*	INCREASE SINCE JOINING CWOP
Preventing the spread and mitigating the harm of COVID-19 in the workplace	97%	+41%
Importance of COVID-19 vaccine including how to get vaccinated	93%	+37%
Workplace health and safety	96%	+55%
Leave rights/benefits including paid sick leave	89%	+46%
Minimum wage/wage theft	96%	+60%
Workers' compensation	79%	+51%
Anti-retaliation protections	90%	+52%
Navigating workplace labor violations including filing complaints	84%	+53%

“

How CWOP Increased CBO Capacity

“CWOP allowed us to expand and strengthen the capacity of our team. We increased staff and have a larger, more extensive reach to our farmworker community. Our partnership with UC Davis, DIR, and Cal/OSHA allowed us to further strengthen our conversations and support for workers. We were able to add three additional Community Health Educators to have stronger more effective reach across a variety of educational spaces from phone banking to in-person.”



Comite Civico del Valle

“In the Bay Area, CWOP has made it possible for low-wage immigrant workers to be informed about their worker rights. Additionally, through the follow ups and navigation support, we were also able to go beyond just knowing rights. Workers gained the tools to make sure those rights are met. Some workers opted for filing complaints, and other workers went directly to their employer to obtain their restitution. Outside of the judicial process, we had over \$150,000 won by workers who negotiated an agreement with their boss related to money owed to them.”



Trabajadores Unidos Worker United (TUWU)

“In the past, most workers' compensation resources were available only in English and Spanish. Through CWOP, we used the provided Filipino-language materials and partnered with the Department of Workers' Compensation to host a training session. This in-language training helped over 40 caregivers fully understand and access their workers' compensation rights, ensuring they could properly utilize these protections.”



Pilipino Worker Center

“The Sacramento Central Labor Council was able to expand our capacity in the form of staff. Specifically, we were able to recruit rank-in-file leaders and young organizers to work for us, lifting the capacity of our unions and local movements to share CWOP-related materials in the community.”



Sacramento Central Labor Council

“CWOP held trainings that kept us updated with the most current rules and regulations which helped current and new staff effectively educate the community we serve. Staff became more engaged in different areas and expanded our capacity to do outreach.”



United Farmworkers of America (UFW)

“We were able to bring on four temporary outreach organizers who were fluent in Cantonese, Toishanese, and Mandarin. The addition of so many staff fluent in Toishanese was greatly helpful to our team given we had limited capacity. Importantly, they were focused on reaching out to workers over the phone that they had met on the street. We had weekly meetings to debrief and use case-by-case examples for cross training purposes around how to navigate hard conversations with workers.”



Chinese Progressive Association

“[CWOP] allowed us to train our existing staff about these issues that affect our community. We learned new ways to talk to our clients about these issues. Since there were heavy topics to discuss, there were certain words and phrases that were difficult to explain to our farmworkers. Therefore, we had to find ways to make words simple yet understandable.”



Ayudando Latinos A Soñar

”

Strengthened Relationships with State Agencies and Divisions

A valuable aspect of CWOP is its ability to foster strong relationships between CBOs and state agencies like DIR, California Division of Occupational Safety and Health (Cal/OSHA), and the California Labor Commissioner's Office (LCO). These relationships enabled CBOs to provide direct, accurate information and support to workers. Collaborative trainings and events allowed workers to interact directly with agency representatives, building trust and increasing understanding. Additionally, the strengthened relationships and communication channels helped organizations more effectively guide workers through complex claim processes.

In Final Survey CBOs Reported:

86%

Increased understanding of DIR and its divisions

75%

Strengthened relationship with participating state agencies and divisions

Community Voices

"Each month for #EchoBlackVoices Power Building sessions we collaborated with state agency representatives (DIR, LCO, CRD) and black worker centers to discuss different workplace violations topics. The state agencies showed attendees the process of filing a claim and the necessary steps to protect themselves. Those in attendance felt supported and a sense of understanding knowing, not only are there worker centers working to eradicate these roadblocks, but an official representative is present to assure them on how to advocate for themselves."



Black Worker Hub

"It's been an absolute pleasure collaborating with Cynthia Sandoval from DIR! She has gone above and beyond to ensure our Workers' Rights Workshops were a huge success, making it seamless to connect with key DIR divisions like the California Division of Occupational Safety and Health (Cal/OSHA), the Division of Workers' Compensation (DWC), and sister state agencies such as the Agricultural Labor Relations Board (ALRB). Her dedication truly made a difference!"



North Valley Labor Federation

”

"The most valuable aspect of working with CBOs on outreach events is being able to build trust over time through planning events, collaborating, and learning what makes each community truly unique. I am a firm believer that nothing says support like showing up, conducting on-the-ground outreach with CWOP Partners, and validating their community's worker experiences. I will always stand by the notion that community outreach takes a lot of collaboration, dedication, commitment, transparency, and most of all it takes a lot of heart. CWOP Partners certainly have big hearts. Those hearts are evident in their dedication to their outreach efforts and are reflected in the love they have for their communities."



Cynthia Sandoval from DIR

Strengthened Relationships Between CBOs in Region

The regional structure effectively fostered collaboration among CBOs, enabling them to share knowledge, address challenges, and pool resources to reach a broader range of workers. This resulted in a more effective use of resources and broadened the reach of each coalition.

For example, by co-hosting events and fairs, CBOs were able to provide a wider variety of services, such as health screenings and workers' rights information. In addition, CBOs with a unique expertise on a industry or demographic group, such as the Clean Carwash Worker Center in the Los Angeles, Orange County, and Inland Empire region, were able to share their knowledge with others in their coalition and enable them to reach new groups of workers.

In Final Survey CBOs Reported:

86%

Strengthened their organization's relationships
with other CBOs in the region(s)



Community Voices

"We worked closely with the Clean Carwash Worker Center (CCWC) to conduct joint outreach at grocery stores. CCWC offered for us to observe and learn from their model. For our new outreach staffers to learn from them was an invaluable experience. In addition, collaborating with many other CWOP recipients allowed us to pool together our knowledge and resources to put on a larger event like the Health & Safety Expo. This better serves workers by providing them with more resources and tools to support them."



United Food and Commercial Workers

"CWOP's structure allows us to partner with groups that can help us reach new workers outside of our usual network. During joint events, we've been able to offer multiple resources such as providing labor law information and offering health services like blood pressure checks. This collaboration ensures that workers can receive a range of support all in one place, maximizing the impact of the event and better serving their needs."



Líderes Campesinas

How CWOP Made a Meaningful Difference for California Workers

“

“Our first workers’ rights workshop in Avenal, CA was successful in bringing workers from various industries together. Many of those who attended made comments about how they wished their colleagues had come to learn from DIR, Cal/OSHA, and the workers’ comp attorney that was part of the panel.

Separately, with the guidance of CWOP resources, one of the dairy workers we assisted in filing a Cal/OSHA, Workers’ Comp, and Wage/hour complaint has continuously stepped up to be on panels to empower other workers to submit complaints. By allowing him the spaces to speak up, it has empowered him to also to speak to his state elected representatives on the importance of CWOP funding.”

 Valley Voices

“CWOP allowed us to increase our capacity by adding new staff including staff with language capacity and cultural competence. Without CWOP we would not have been able to expand our staff or reach as many vulnerable workers or communities.”

 Step Forward Foundation

“This program has enabled us to develop and implement an online workplace rights training and reach hundreds of manicurists. It has also allowed us space to have member leaders from the SF Bay Area and Southern California come together and meet each other and inform our work for the next year!”

 CA Healthy Nail Salon Collaborative

“Through the educational presentations, thousands of people were reached and learned what steps they should follow if they require support. In addition, promotoras were able to continue follow-up with pending cases. VYC staff learned that more often than not the community requires more presentations about their labor rights and information on how to document the events to take action.”

 Vision y Compromiso (VYC)

“We used CWOP funding to hire bilingual staff who speak Hmong, Khmer, and Ukrainian, which allowed us to bring workers’ rights information to these communities. This increased the number of individuals we could serve and improved the quality of communication and trust within that community.”

 Fresno Interdenominational Refugee Ministries

“Workers were supported in filing individual cases through close partnership with the MCTF. Although filing individual claims are not our focus, we were able to provide trainings to workers on how to file their own claims. In one specific example in Orange County, a worker was able to submit a labor claim with minimal assistance during the process due to a training given by the MCTF. She now has filed two claims with the Labor Commissioner’s Office.”

 Maintenance Cooperation Trust Fund (MCTF)

“CWOP has been one of the building blocks for our organization. At the start of the pandemic, our organization was beginning our incorporation process because we saw a great need in our community to do grassroots outreach and engagement. CWOP funding made it possible for us to hire the first promotores and to build and grow organizational capacity and expertise in the areas of workplace safety and worker protections.”

 Universidad Popular

”

Challenges & Solutions

Over the past year, three outreach and implementation challenges were addressed in a focused way: supporting small CBOs, conducting outreach to communities impacted by extreme heat, and addressing worker hesitancy and fears of retaliation.

SUPPORTING SMALL ORGANIZATIONS

Small CBOs play a crucial role in CWOP, as they are often the only ones capable of reaching communities that are frequently overlooked within their regions. However, the administrative workload and timeline for participation can be overwhelming for these smaller organizations, which often have less established infrastructure.

To ensure a diverse range of participating organizations and to support the success and development of smaller CBOs, UC Leads provided hands-on, one-on-one assistance, offering tools such as budget and invoicing templates and streamlining processes to ease the administrative burden. In addition, UC Leads and Regional Leads supported these organizations to develop their knowledge on campaign topics, provided educational materials, and co-facilitated trainings with them. Continuing this personalized support, while recognizing the vital role of smaller organizations, is essential to effectively reach communities that have historically been underserved.

REACHING WORKERS IMPACTED BY EXTREME HEAT

The challenges of engaging workers in low wage sectors, were compounded by extreme heat conditions in California, which complicated outdoor outreach and education efforts.

To mitigate the impact of extreme heat, increase awareness on the topic, and draw attention to the challenges workers face, CBOs held press conferences, trainings, and meetings. CBOs also adjusted the timing and locations of their outreach to avoid the hottest parts of the day while still ensuring workers were informed about their workplace rights.

Community Voices

“The help and support from the UCs was instrumental in lowering the administrative burden of this grant. They were able to help bring clarity to the process and helped us get a better understanding of the requirements that were expected of us.”



Inland Congregations United for Change

“The one component of CWOP that was particularly helpful was the UC staff. We found them to be extremely competent at coordinating each level of the project from proposal to deliverables to invoicing.”



Earthlodge

“One of the main challenges we faced were the extreme temperatures. We provided services in Fresno County, where temperatures reached over 110 degrees. When we went out to the fields to provide information to the ‘cuadrillas,’ (crews) our time was very limited because temperatures would rise early in the day, or the field workers had to start work very early. We made every effort to protect our workers from the heat as much as possible.”



Westside Family Preservation Services Network

Community Voices

“One key challenge we faced in participating in CWOP was the fear many workers have of speaking up about unsafe working conditions, unpaid overtime, or the need to take breaks or sick days due to concerns of retaliation. This is particularly challenging for those who are sole providers for their families or undocumented. To address this, we recommend increasing legal protections for workers, continuing to enhance education on workers’ rights, and highlighting access to anonymous reporting mechanisms. Additionally, providing labor rights information and services in indigenous languages, such as Mixteco, Triqui, and others. These steps would empower workers to raise concerns with less fear of losing their livelihood.”



Mujeres en Accion

“The most impactful aspect of CWOP was that the leadership genuinely considered the diverse communities throughout California. Every presentation, workshop, training, and material was offered in multiple languages, which is something we had not encountered in previous programs we’ve participated in.

We are grateful for CWOP’s commitment to inclusivity, as it not only facilitates our professional development but also strengthens our capacity to reach and support the community we are dedicated to helping.”



East Bay Sanctuary Covenant

RESPONDING TO WORKER HESITANCY AND FEAR OF RETALIATION

CBOs reported that workers in low-wage industries, particularly undocumented workers, are often reluctant to discuss or report unsafe conditions or workplace violations because of government mistrust and fear of employer retaliation if they speak up about workplace concerns.

This challenge underscores the importance of working with trusted organizations in the community and creating a sustainable network of support that workers can rely on. CBOs built trust through trainings and one-on-one support in workers’ native languages. Some organizations followed up directly with workers to provide support in addressing labor violations. In addition, CBOs offered educational materials and trainings at off-site locations, such as churches and food banks, to further reduce fears and encourage participation.



REGIONAL FOCUS



Bay Area

The Bay Area coalition of 16 organizations, co-led by Worksafe and Step Forward Foundation as Regional Leads, engaged workers across a tremendously diverse region. Many organizations carried out outreach through cultural events, including popular festivals like the Black Joy Parade and Art&Soul in the Black community, Filipino fiestas, and Hispanic Heritage month events. Organizations found that outreach can be much more productive when done at fairs, churches, or food banks where workers are able to speak more freely.

In addition, a particular focus of the coalition was to expand outreach in geographic scope and to address a key gap in reaching Black workers. Using a trusted messenger strategy to build community connections was effective to reach the Black community, and Black Cultural Zone and Worksafe reached over 6,000 Black workers this year. New organizations joined CWOP and expanded the Coalition's capacity to reach workers in different counties.



Community Voices

"Through CWOP's funding in the last cycle, we were able to create a Black-centric outreach approach that enabled us to be in frequent contact with Black workers in the Bay Area and ultimately conduct outreach to over 3500 Black workers."

HIGHLIGHTS

- Events commemorating Workers' Memorial Day integrated CWOP outreach, including a Youth Leadership Summit hosted by Worksafe with over 120 attendees and key speakers including the Labor Commissioner and Chief of Cal/OSHA, and a worker-led briefing for policy makers hosted by Step Forward Foundation that highlighted health and safety priorities.
- Organizations were able to conduct follow-up with workers to help them address problems at the worksite. For example, Trabajadores Unidos/Workers United worked with construction workers to recover unpaid wages and helped workers at a local market receive paid sick leave, and North Bay Jobs with Justice provided support for 15 workers facing extreme heat in their workplaces and loss of work hours.
- Two statewide promotora networks joined the network, Visión y Compromiso and Promotoras con Alma, building capacity for their promotoras to integrate workers' rights and worker health issues into their outreach.

TOP LANGUAGES (OTHER THAN ENGLISH)

- Spanish
- Cantonese
- Mayan / Mam

TOP 3 TACTICS

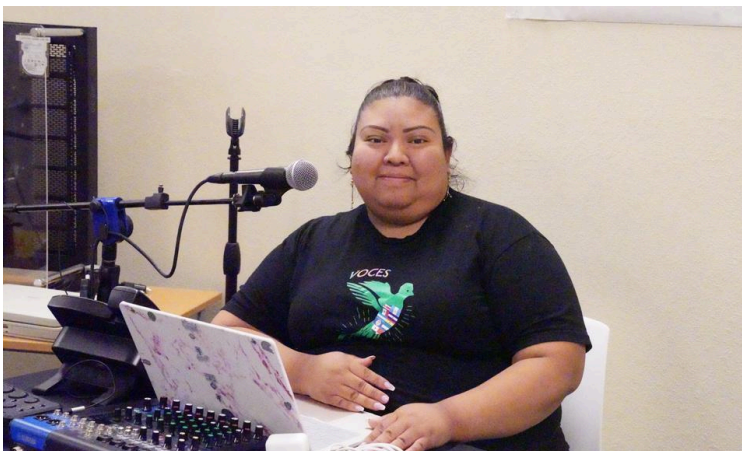
- Outreach at events
- Trainings, workshops or meetings
- Door-to-door interactive canvassing

Bay Area

ETHNIC MEDIA AND FACEBOOK LIVE

Several organizations including East Bay Sanctuary Covenant, Nuestra Alianza de Willits, Promotoras con Alma, and the California Healthy Nail Salon Collaborative found the use of interactive media to be particularly effective to reach workers. Together, the coalition **reported 184 ethnic media partnerships and/or appearances**. This included traditional and nontraditional media, from radio talk show programs to Facebook Live where audiences could ask questions and engage with show hosts and featured guests.

Many immigrant communities engage with Facebook or these radio shows in order to be connected with resources in their languages. Organizations were able to reach the Maya Mam community, Spanish-speaking immigrants in Mendocino, and Vietnamese-speaking nail salon workers and employers. Several programs dedicated an entire segment to worker health and heat.



Community Voices

“CWOP allowed us to hire several part-time, Maya Mam-speaking promotoras and expand our outreach to the Indigenous Mam community, reaching immigrants who otherwise don’t have access to this information since they don’t speak English or Spanish.. We reached a collective total of 41,600 people in Mam and Spanish through six radio shows with guest experts covering workers’ rights.”



East Bay Sanctuary Covenant

“[In the Bay Area], CWOP’s impact has been noticeable in our African-American/ Black community. It has helped to raise the knowledge base of workers in terms of what their rights are and how to advocate for themselves and their families. It has helped promote a sense of community, well-being and safety.”



Black Cultural Zone



COMMUNITY INSIGHTS

Ethnic media and Facebook Live workshops proved effective in reaching workers, offering a participatory platform where they could ask questions and voice concerns from the comfort of their own devices.

This approach also enabled organizations to expand their reach significantly, casting a wider net. Once aired, these programs can be replayed and shared with other workers, extending their impact. These tactics serve as a valuable complement to direct community outreach, generating interest in key issues that can lead to further engagement with workers.

Central Coast

The Central Coast coalition of seven organizations spanned six counties, from Ventura to Santa Cruz, and focused primarily on agricultural workers. The region was co-led by Centro Binacional para el Desarrollo Indígena Oaxaqueño (CBDIO) in the north and Mixteco Indígena Community Organizing Project (MICOP) in the south, who coordinated region-wide priorities and local events. To meet the language needs of the workforce, outreach was conducted in Spanish and several Indigenous languages. Organizations recognized the need for greater education on labor rights, such as retaliation, wage theft, and paid sick leave, and developed interactive trainings and workshops. One unique strategy of the region was to develop welcoming, inclusive events, which resulted in strong family participation.

Community Voices

“Unos de los éxitos que hemos tenido es sobre los diferentes foros comunitarios que se ofreció a las comunidades sobre sus derechos laborales, robo de sueldo, horas de enfermedades, calor extremo y cuidado del agua, se hicieron muchas campañas virtuales donde se reflejo el trabajo que hacemos en nuestros diferentes Condados y aliados de la región.”



Mixteco Indígena Community Organizing Project (MICOP)

“By combining resources and knowledge, we provided more comprehensive support, helping workers better understand their rights and the resources available to them. These partnerships were essential in making events successful and creating a lasting impact in the community.”



Mujeres en Acción



HIGHLIGHTS

- CBOs in both the northern and southern parts of the region collaborated to host family-friendly labor rights fairs. State representatives and community leaders presented on key CWOP topics such as paid sick leave, retaliation, mental health, and wage and hour issues. The structure of these events was highly beneficial, allowing both community members and CBO staff to listen to presentations and ask questions.
- Ensuring language accessibility was a priority, with outreach, trainings, and events conducted in indigenous languages and through radio programs with MICOP. Simultaneous interpretation was provided during regional coalition meetings to ensure broader participation.

TOP LANGUAGES (OTHER THAN ENGLISH)

- Spanish
- Mixteco
- Triqui

TOP 3 TACTICS

- Outreach at events
- Phone banking
- Trainings, workshops, or meetings

Central Coast

LABOR RIGHTS EVENTS

The Central Coast collaborated to hold two large family-friendly events in Greenfield and Salinas focused on farmworker rights. The success of both events was driven by the unique strengths, relationships, and expertise each coalition member contributed to the collaboration.

GREENFIELD RESOURCE FAIR: LABOR RIGHTS

The fair took place in Greenfield, a small town about 40 minutes south of Salinas. To ensure the event was inclusive and welcoming, it was conducted in Spanish with simultaneous interpretation for Triqui and Mixteco speakers. The fair included presentations and resource tables where farmworkers could learn more about their rights. Importantly, it also offered the opportunity for workers to connect directly with state and local agencies, non-profits, and local clinics serving their communities.

“Each organization brought unique strengths to the table: UFW’s deep connection with farmworker communities, Mujeres en Acción’s strong advocacy for women’s rights and connections to COVID-19 vaccines, CBDIO’s support for indigenous migrant workers, and the Monterey Bay Central Labor Council’s local networks,” said a representative from the Community Action Board of Santa Cruz.

“Our ability to lean on each other for advice, support, and joint outreach efforts has significantly strengthened the coalition and enhanced our ability to address key CWOP topics in our outreach work. This ongoing collaboration has truly empowered us to better serve the workers in our region.”

SALINAS CONFERENCE OF WORKERS’ RIGHTS

The Conference of Workers' Rights was held in Salinas and featured educational workshops presented by local and state agencies, as well as a labor law investigator. The workshops covered critical topics such as protections against retaliation, exposure to pesticides and smoke, wage claims, and other workers' rights issues. In the afternoon, there was a listening session where local political leaders had the opportunity to hear directly from workers about their concerns.



Community Voices

“Our Regional Lead role helped us to bring CWOP activities to not only the Central Coast broadly, but also to Greenfield, CA specifically. It is a social-services desert, where there are few community-based organizations or local county or city offices to provide direct support to families. Our Central Coast team was able to bring CWOP resources to Greenfield for the first time in CBDIO’s history with the program. CBDIO has a strong connection with the Mixteco and Triqui Mexican indigenous communities, and we were able to ensure that the resources shared from CWOP were provided through in-person, audio and video outreach in indigenous languages.”



Centro Binacional para el Desarrollo Indígena Oaxaqueño (CBDIO)

Imperial

The Imperial coalition of four organizations — Comité Civico del Valle, Líderes Campesinas, Imperial Valley LGBT Resource Center, and Calexico Wellness — worked closely to reach workers in Imperial County. This region is geographically isolated in California's southeast corner and heavily driven by agriculture, its largest industry. Reflecting the demographics of the workforce and general community, 85% of outreach was conducted in Spanish, including efforts targeting the many workers who cross the US–Mexico border daily. CWOP partners, led by Comité Civico del Valle (CCV) as Regional Lead, addressed key worker concerns such as COVID-19, heat illness, and paid sick leave through in-depth conversations and trainings.



HIGHLIGHTS

- The coalition conducted early morning outreach (2–5 am) to farmworkers at the US–Mexico border in Calexico, providing essential information on COVID-19 vaccines, testing, and labor rights while farmworkers waited to be picked up for work in agricultural fields.
- The coalition hosted community workshops and support groups, including Cafecito por Salud, where workers' questions and concerns guided discussion and CWOP partners were able to share information in a safe, welcoming environment.

TOP LANGUAGE (OTHER THAN ENGLISH)

- Spanish

TOP 3 TACTICS

- Outreach at events
- Door-to-door interactive canvassing
- Trainings, workshops, or meetings

Community Voices

“Cafecito por Salud was a result of CWOP Funding. We hosted a bi-monthly space after hours and provided comfortable, safe space to have dialogues of issues and concerns important to our farmworkers. We are guided by their input and provide in-person trainings that include space for farmworkers to share their experiences on specific topics.”



Comité Civico del Valle (CCV)

Imperial

FARMWORKER CONFERENCE: CONFERENCIA CAMPESENA DE SALUD Y BIENESTAR EN EL VALLE IMPERIAL

Led by Comité Civico del Valle (CCV), CWOP partners, WCAHS, and local and state agencies organized a farmworker conference at San Diego State University Callexico Campus. The all-day event featured trainings, activities, resource tables, and a mobile vaccine clinic, generating strong interest and engagement from workers with lines forming before the event began. The conference prioritized farmworker needs, providing a space for them to share experiences, ask questions, and be heard.

Activities at the conference included two sessions of WCAHS outreach staff and attendees performing skits about workers' rights. Another popular session was dancing and stretching to decrease stress. By attending this conference, farmworkers developed a deeper sense of community and felt enriched by the topics and conversations. Farmworkers were able to learn about labor rights, health and safety, immigration, wellness, and stress management through a series of workshops. Most importantly, CCV was able to begin to bridge the gap in accessibility between agricultural workers and the agencies intended to protect and advocate for them.



Community Voices

"At our 2nd Farmworkers Health and Wellness Conference, all CWOP partners were invited and had an exhibitor table or educational workshop space. Callexico Wellness Center was able to bring a vaccine mobile unit that allowed us to add an additional workshop and vaccination on site. In 6 hours we provided information to about 300 farmworkers and gave them a space to raise their voices. Hosting events in collaboration with partners allowed us to reach more workers and enhance our efforts."



Comité Civico del Valle



RESULTS

270

Farmworkers
Attended

70

Farmworkers Participated in
Cal/OSHA Workshop

13

Agencies and Organizations
Participated

Los Angeles, Inland Empire, Orange County

The Los Angeles, Inland Empire, Orange County coalition of 18 organizations was co-led by SoCalCOSH and Warehouse Worker Resource Center. The coalition conducted outreach across a broad and diverse area of Southern California. Each organization contributed a distinct perspective with regard to outreach tactics, industry knowledge, and demographic focus to the campaign. The coalition collaborated regularly to identify common challenges, share best practices, share network resources, and help one another reach their target audiences. The coalition aimed for worker empowerment by focusing outreach on labor rights and claim process procedures.



Community Voices

“During one of our Workers' Rights Training workshops, a community member shared that the working conditions at the warehouse/factory where she was employed were unsafe. She expressed uncertainty about how to address the issue, as she felt her employer was not taking her concerns, or those of her coworkers, seriously. We were able to connect her with additional resources and, in collaboration with SoCalCOSH, referred her to a contact at Cal/OSHA. This connection empowered her to take further action to address the unsafe conditions at her workplace.”



Orange County Communities Organized for
Responsible Development

HIGHLIGHTS

- SoCalCOSH collaborated with 14 CBOs and CWOP partners to involve over 100 workers in a creative zine project celebrating the reach and impact of CWOP. The photo project took place over several months and culminated in a final event on September 21, 2024 where workers got to create their zines, enjoy musical performances, and benefit from CWOP tabling and resources.*
- CLEAN Carwash Worker Center created the “Wash Away Injustice” booklet to distribute to its members and anyone suffering employment violations within the carwash industry. The booklet uses pictures and testimonials taken throughout CWOP to alert workers to resources including the Labor Commissioner's Office, Cal/OSHA, and the Division of Workers' Compensation. The booklet also gives a history of CLEAN, informs workers how to become a member, and gives best practices for carwash workers and customers.

**Project included UCLA LOSH, The Cambodian Family Center, East LA Womens' Center, Pilipino Worker Center, Instituto de Educacion Popular del Sur de CA, Korean Immigrant Workers Alliance, Orange County Asian and Pacific Islander Community Alliance, Orange County Communities Organized for Responsible Development and CLEAN Carwash Worker Center.*

TOP LANGUAGES (OTHER THAN ENGLISH)

- Spanish
- Vietnamese
- Arabic

TOP 3 TACTICS

- Outreach at events
- Phone banking
- Trainings, workshops, or meetings

Los Angeles, Inland Empire, Orange County

WIDE SCALE EVENTS

Santa Ana Community Health Take Back

300

Workers Attended

70

COVID-19 and Flu
Vaccinations

A community event held on November 18, 2023, aimed to bring CWOP resources to workers in low wage industries in the San Bernardino area. The event featured interactive activities designed to elevate participants' shared experiences with COVID-19 symptoms and how they impacted their work: e.g. "I suffered from asthma, so COVID-19 has triggered wheezing and tightness in my chest. I also suffer from chronic pain, so I can't afford to get long COVID."

The event also included a zine-making workshop used to share and articulate how the community hoped to stay engaged after the event. Nineteen local CBOs including SoCalCOSH, CLEAN Carwash Worker Center, and Warehouse Worker Resource Center participated.

Health and Safety Expo hosted by UFCW Local 1428

80

Workers Attended

A community event held on August 10, 2024, introduced dozens of workers in low wage industries to several CWOP CBOs as well as key Cal/OSHA representatives through workshops, panels, and tabling resources. A total of 13 local CBOs and agencies participated including the following CWOP CBOs: SoCalCOSH, CLEAN Carwash Worker Center, East Los Angeles Women's Center, and UFCW Local 1428.

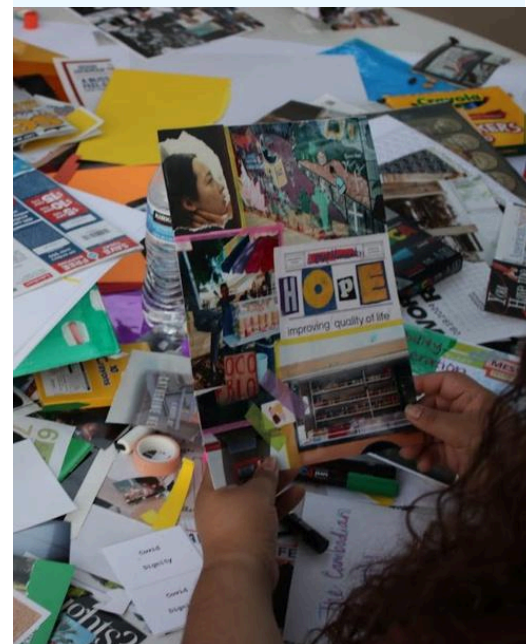


Community Voices

"Best turn out for the vaccine we've had at any event in months!"



San Bernardino Department
of Public Health



COMMUNITY INSIGHTS



CBOs shared two critical insights for wide-scale events. The first necessary step is to onboard and delegate tasks to organizations with subject-matter expertise. For example, the UFCW expo had various panels on distinct topics such as Workplace Violence, Heat Illness, and Filing a Cal/OSHA Complaint. In order to offer such diverse topics to their audience, UFCW had to solicit participation and vet materials from UCLA LOSH, Cal/OSHA and SoCalCOSH among others.

The second insight was to include engaging and practical popular education activities to keep large numbers of workers engaged. Breaking up information sessions with practical services like a vaccination clinic or engaging activities like hazard and body mapping was crucial to participant retention.

Sacramento

The Sacramento coalition of 11 organizations, led by the Sacramento Central Labor Council (Sacramento CLC), focused on developing deeper collaborations with each other to expand outreach, strengthen capacity to engage workers, and broaden the coalition's impact. In addition to coordinating trainings for coalition members, the coalition jointly hosted events including a Latino Leadership workshop with the Labor Council for Latin American Advancement. Furthermore, Sacramento CLC, Ring of Democracy, and the Center for Workers' Rights jointly led workers' rights trainings. With a theme of "bringing more organizations in," the coalition strategized the roles each organization could play in joint events and integrated new outreach to the Afghan refugee community, youth, and African American, LGBTQ, and Latine communities.



HIGHLIGHTS

- Partnered with the Afghan Labor Advocacy Network (ALAN) to reach the Afghan refugee community — an identified gap in the region. The coalition engaged in cultural learning on the diversity of the Muslim and Afghan communities to better understand how to deliver information and to learn what abuses workers face. ALAN built relationships with faith leaders to reach over 600 people in the Pashto and Dari languages.
- Sacramento CLC outreached to young workers through trainings with college students and internship programs. The Labor Occupational Health Program (LOHP) provided training to protect young workers and information on the new AB 800 requirements to teach youth in high schools about worker's rights.
- The coalition found the hours tracker developed by Center for Workers' Rights, along with the CWOP retaliation booklets, to be very effective in worker outreach.



Community Voices

"We connected with a restaurant worker who did not think she was being paid overtime correctly by her employer. She had a one-on-one consultation with our office and we helped her identify wage theft issues. We talked to her about how the issue was systematic at the workplace and she brought in her co-worker to participate in our Wage Claim Clinic. Both workers learned a lot about wage theft and identified other issues beyond just their overtime issue — including reporting time pay. After submitting wage claims, CWR supported them in how to negotiate with their employer and explain the violations."



Center for Workers' Rights (CWR)

TOP LANGUAGES (OTHER THAN ENGLISH)

- Spanish
- Punjabi
- Dari

TOP 3 TACTICS

- Outreach at events
- Phone banking
- Trainings, workshops, or meetings

Sacramento

SHARED LEARNINGS AND COLLABORATION

The coalition made strides through collaborative outreach, such as tabling at the state fair, and partnering to bridge gaps in Sacramento's Black community.

The joint effort at the California State Fair reflected the pooling of resources. Sacramento CLC sponsored a booth and invited other coalition members to participate and do outreach on their areas of expertise. Together, coalition members reached young people and parents and distributed information on wage theft.

Coalition members jointly did door-to-door canvassing over a month to build relationships with the predominantly Black community in Oak Park. They promoted an all-day event at the Fruitridge Community Collaborative that included participation from 20 organizations. CBOs participated in the event by carrying out workshops and inviting other resource organizations to provide information at the event.



Community Voices

"CWOP in the Sacramento region allowed for leadership to be fostered throughout all the stakeholders and the formation of a coalition of both large and smaller organizations that can learn from each other and share best practices."



Ring of Democracy

"I believe the most impactful part of this program is how the prioritization of deep outreach has generated opportunities for deep empowerment in our communities. Many of us have seen what we believe to be long-lasting impacts that was only possible through CWOP."



Sacramento Central Labor Council



COMMUNITY INSIGHTS

By building stronger relationships the coalition has been able to organize large scale events and expand their network to address gaps in the region. Some best practices towards this goal included doing an assessment of their work at the start of the program, developing plans to focus on the identified gaps, holding space for reflections and debriefs, and incorporating regular trainings for staff.

San Diego

The San Diego coalition of eight organizations, led by Employee Rights Center (ERC), actively reached workers across various industries and geographies. In particular, it was important to reach North County, a rural and comparatively remote area with limited resources and services available for its primarily farmworker community. The effort was focused on educating workers about paid sick leave, workplace safety rights, and connecting community members to COVID-19 vaccines and food distributions. In addition to reaching Spanish-speaking workers, CWOP facilitated outreach to Khmer, Vietnamese, and Tagalog-speaking workers.



Community Voices

“Having bilingual and community centered staff funded under CWOP, guaranteed the trust from workers/community members at large. Our events had a high level of engagement because of the trust that the team has been able to build in the community. At different events, for instance, we had community members share that they felt safe to ask their questions and share their concerns because they knew we were going to provide reliable information, resources and referrals.”



Vista Community Clinic

HIGHLIGHTS

- The Week of Action brought together the California Labor Commissioner, the San Diego Office of Labor Standards and Enforcement, and the CWOP coalition to provide critical information to workers.
- Recurring trainings for promotores and community leaders deepened their knowledge, improving outreach on core CWOP priorities and timely topics such as extreme heat.
- CWOP enabled a stronger, more consistent presence for workers by increasing CBO capacity. This led to improved language accessibility, continuity of outreach, and strengthened trust between workers, community members, and coalition organizations.
- Vista Community Clinic (VCC) and Employee Rights Center (ERC) hosted a September event coinciding with Latin American Independence Day that attracted nearly 4,000 people. Resources and tools were provided to attendees, including COVID-19 tests.

TOP LANGUAGES (OTHER THAN ENGLISH)

- Spanish
- Tagalog
- Khmer

TOP 3 TACTICS

- Trainings, workshops, or meetings
- Outreach at events
- Phone banking

San Diego

WEEK OF ACTION

The Week of Action in March 2024, organized by the Employee Rights Center, focused on increasing awareness of workers' rights and labor rights across San Diego County. This effort drew media attention to the challenges faced by local workers and showcased the organizations and agencies advocating for their rights. Events were held throughout the region, including a press conference, community breakfast, Super Walk, and workshops for community leaders and small business owners.

The press conference brought together CBOs with county and state leaders including Labor Commissioner Lilia Garcia-Brower.

"We are all working together, and we are very proud to see that we are, in part, the connection that brings all these resources together," said Employee Rights Center Director Alor Calderón.



Community Voices

"In North San Diego County, Universidad Popular has been able to reach and work with farmworkers and migrants who speak Spanish and indigenous Latin American languages. We provided services and information that this populations would not have been able to access otherwise."



Universidad Popular

"Although many believe that COVID-19 is gone, CWOP outreach efforts allowed BSP staff to continue to educate our marginalized communities about the importance of getting vaccinated against COVID-19. Staff explored ways to verbalize and simplify what for some workers is hard to understand. This subsequently allowed the effective delivery of health information while also validating their apprehension."



Building Skills Partnership (BSP)



COMMUNITY INSIGHTS

A key strength of the Week of Action was its regional coordination, which brought together the majority of the CBOs while allowing each organization to engage in ways tailored to their specific communities. The coordination allowed the region to expand their reach to workers, gain significant media coverage, and strengthen relationships within the coalition.

6

Week of Action Events

650

Attendees at Events

San Joaquin Valley

The San Joaquin Valley coalition of 14 organizations actively engaged workers across multiple industries, especially agriculture, food processing, warehousing, and restaurant. They focused on the Latinx and Asian communities through a multi-lingual outreach strategy that included tabling at events, meeting and distributing information at worksites, places of worship, parks, grocery stores, and food drives as well as door-to-door canvassing and workshops. These robust outreach efforts bolstered their navigation support services, providing critical assistance to numerous workers with wage theft, retaliation, and Cal/OSHA complaints.



Community Voices

In the San Joaquin Valley region, CWOP has considerably expanded outreach efforts through new partners including Fresno Interdenominational Refugee Ministries (FIRM), Empowering Marginalized Asian Communities (EMAC), and Central Valley Empowerment Alliance (CVEA), to implement multi-lingual outreach tactics. This has facilitated meaningful engagement with workers in Southeast Asian and Pacific Islander communities that were previously underserved. By providing targeted resources and support, these partners have opened avenues for workers to access essential information and services more effectively.”

 UC Merced CLC

“CWOP has undeniably empowered our organization to effect substantial positive change within our Central Valley communities, with a particularly notable impact on our outreach capacity and community engagement.”

 Fresno-Madera-Tulare-Kings Central Labor Council

HIGHLIGHTS

- In collaboration with state agencies, partners organized impactful in-person workers' rights events and workshops to inform, empower, and develop leadership among workers in exercising their workplace rights.
- CWOP partners responded to the extreme heat crisis in the region by holding press conferences and conducting meetings and training with workers. They adjusted outreach strategies to meet workers' schedules, including canvassing the fields at 4 a.m. to ensure workers were fully informed about their workplace rights concerning heat standards, water, breaks, and shade.

TOP LANGUAGES (OTHER THAN ENGLISH)

- Spanish
- Punjabi
- Mixteco

TOP 3 TACTICS

- Outreach at events
- Door-to-door interactive canvassing
- Trainings, workshops, or meetings

San Joaquin Valley

WORKSHOPS AND TRAININGS

Building trust is crucial for successfully informing workers about their rights. Organizations foster this trust through in-person outreach, strengthening connections that lead to participation in workshops and training sessions. In collaboration with other organizations and state agencies, in-person workshops significantly deepened workers' understanding of their rights while connecting them with essential resources to identify and address workplace violations effectively. This collaborative approach ensured that workers are not only better informed but also empowered to assert their rights, encouraging them to advocate confidently for themselves and their co-workers.



Community Voices

"A particularly impactful aspect of our program at CLF has been the development of mentorship initiatives that connect experienced labor advocates with newer workers. In the Central Valley, for example, we partnered with local agricultural unions and CBOs to address specific challenges faced by farmworkers — often among the most vulnerable labor groups in the state. Through our training sessions, workers learned about their rights regarding wages, safety regulations, and anti-retaliation protections. One notable success story involved a group of farmworkers who, after attending our training, successfully organized to demand better safety measures following a series of workplace injuries. Their collective action not only led to improved conditions on their farms but also inspired other workers in the region to come forward with their own concerns, creating a ripple effect of advocacy and change."



California Federation of Labor Unions, AFL-CIO



COMMUNITY INSIGHTS

Strengthening capacity for San Joaquin Valley partners was a critical indicator of success for the region. Collaborating with DIR on workers' rights workshops and outreach events has reinforced the effectiveness of a model that bridges state agencies and worker organizations. This partnership enhances relationships and establishes a centralized coordination, leading to more targeted outreach efforts. Additionally, it sustains an ecosystem of support for workers vulnerable to exploitation, wage theft, workplace abuse, and unsafe conditions, ensuring they have access to vital resources that advance the mission of state labor agencies. This approach not only engages workers effectively but also fosters a more informed and empowered workforce in the region.

Outreach at Events or High Traffic Area

121K

Completed Interactions

1,380

Activities

Trainings, Workshops, and Meeting Activity

11K

Completed Interactions

482

Activities

Black Worker Hub

The SoCal Black Worker Hub (the Hub) was designed to address the unique experiences and needs of Black workers in California. The Hub, including five CBOs across the state, focused on industry-specific information with tailored support for Black workers. Specifically they aimed to address race-based harassment and discrimination on the job, navigate challenges related to homelessness or former incarceration, and confront other social or economic barriers to full employment.

To highlight anti-discrimination and retaliation protections, the Hub, with the help of DIR leadership, organized various general information sessions about the California Civil Rights Department (CRD) throughout the grant period. Collaborations with UCLA LOSH are ongoing, particularly through the LA Black Worker Center's Ready 2 Work program, which provides job skills training and mentorship to individuals seeking new employment opportunities.

Since the Hub had a statewide focus, there was an emphasis on hybrid or digital outreach. Phone banking and virtual outreach sessions were critical to bring CWOP resources to target workers across the state.



HIGHLIGHTS

- Partnered with CRD to host two virtual workshops on the claim filing process, which were held on April 18, 2024 and June 26, 2024.
- Partnered with LCO to host over three virtual workshops regarding wage and hour protections.
- Partnered with UCLA LOSH to host workshops on wage and hour laws, anti-discrimination and anti-retaliation protections, and unemployment benefits via the LA Black Worker Center's Ready 2 Work program.

TOP 3 TACTICS

- Phone banking
- Trainings, workshops, or meetings
- Outreach at events

Community Voices

"I'm mostly proud of the education component considering this is our first attempt at providing a monthly education series. This has helped shape our identity more as a leader in organizing/movement work, but it also has made us a reliable resource and supporter in the state. We were able to retain monthly attendees due to our consistency in providing new educational materials and connecting them with experts on topics of their concern. To truly receive the respect and acknowledgment from workers was the best reward we could've asked for. All of our hard work is for them."



Black Worker Hub

Black Worker Hub

ENGAGING BLACK WORKERS

The Hub, led by the Los Angeles Black Worker Center as Regional Lead, aims to have a statewide impact empowering Black workers. To overcome the difficulties of having such widespread impact, The Hub has had to employ some new and impressive tactics:

- Adopted a hybrid system for The Black Worker Power campaign in which three virtual information sessions to establish statewide membership culminated in an in-person event in August. Each event included approximately 40 attendees.
- Worked closely with state agencies including the Labor Commissioner's Office and the California Civil Rights Department to reach workers across the state.
- Collaborated with UCLA LOSH to reach members of The Hub's Ready 2 Work program regarding their wage and hour and anti-retaliation rights.
- Collaborated across the Black Worker Centers, including Earthlodge and Congregations Organized for Prophetic Engagement (COPE), as well as the Black Worker Centers of Long Beach, San Diego, and High Desert.
- Teamed with Black CBOs outside of the CWOP network, such as Black Women for Wellness, to successfully reach other demographics.

Community Voices

"The most significant result of our program is the direct and positive impact on our communities. Witnessing the growth and connections of Black workers has been incredibly rewarding. Many of them were not aware of the various services and opportunities available to them. Seeing their genuine excitement and observing their progress toward stability and success has greatly impacted our agency. Being able to witness the dire need in person and actively work to bridge the gap for those who may not have known otherwise has been eye-opening."



High Desert Black Worker Center

"The most impactful part of the program was informing our community about their rights and emphasizing that these rights are owed to them — not just a distant ideal. It was powerful to provide them with direct access to the departments that can help enforce these rights, making it clear that they are real and within their reach."



Inland Empire Black Worker Center



SAFE

OUTREACH TO AGRICULTURE INDUSTRY

The Statewide Agriculture and Farmworker Education Program (SAFE) was led by the Western Center for Agricultural Health and Safety (WCAHS) at the University of California, Davis (UC Davis), and had a distinct focus on reaching the agricultural industry across California.

SAFE included six partners that engaged farmworkers at worksites, resource fairs, trainings, and during in-depth capacity-building workshops. An industry focus allowed SAFE to use agriculturally-tailored examples during trainings and in resource development. SAFE, composed of CBOs, farmer training organizations, and agricultural employers, achieved **551k completed interactions** (including distribution of printed material) with farmworkers and employers **across 27 counties**. High priority topics for SAFE included COVID-19 prevention, paid sick leave, and heat illness. Some popular activities included Pláticas en Confianza sessions, trainings with Legal Aid at Work, community resource fairs, in-person CBO capacity building meetings, and agricultural employer conferences. SAFE created both digital and print resources on workplace safety and rights and distributed them widely through its network of organizations.

Community Voices

“The CWOP and SAFE initiatives have significantly enhanced our ability to deliver direct educational outreach to farmworkers at their worksites. Through personalized, one-on-one engagement, we have successfully educated individuals on critical topics such as heat illness and health resources related to COVID-19, thereby raising awareness of essential educational materials. This initiative aligns with our mission to address both the immediate and future needs of farmworkers, ultimately fostering a healthier and more secure future for all.”



California Farmworker Foundation



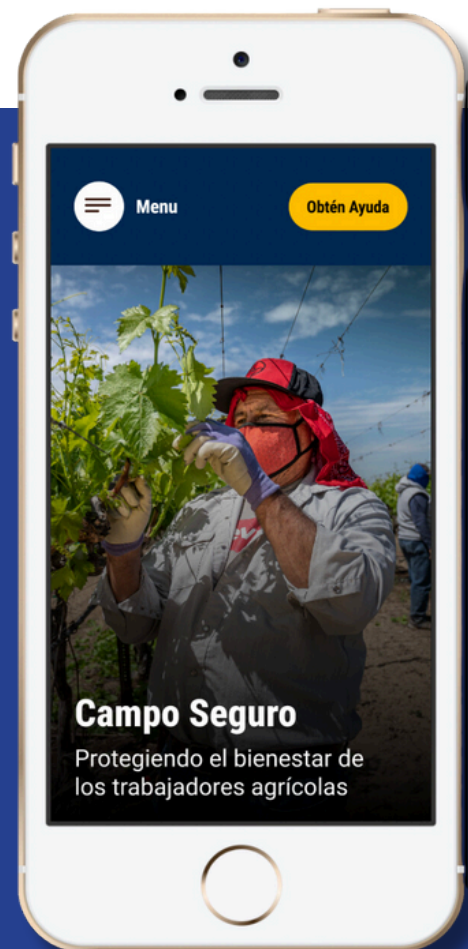
SAFE

Highlighting Innovative Resources and Approaches

CO-BUILDING A CRITICAL RESOURCE: CAMPO SEGURO

WCAHS collaborated with CBOs and farmworkers to build the first ever-farmworker facing website — an educational tool to provide workers' rights information in Spanish and indigenous languages.

Although there are over 800,000 agricultural workers in California, there is no easy to use, single digital resource available to answer some of the most basic workers' rights and safety questions in a culturally and linguistically accessible manner. Therefore, the WCAHS team and Shared Value Media (SVM) worked with farmworker and CBO focus groups to determine need and user interest. In addition, the team created a bimonthly working group with farmworker-serving CBO representatives and engaged partners in topic identification, website design, and manner in which information is communicated. Topics include action steps that range from “how to talk to your supervisor” to “contacting local CBOs” and “the appropriate state agency for an issue.”



FOSTERING COMMUNITY: PLATICAS EN CONFIANZA

WCAHS led 23 Pláticas en Confianza sessions (Pláticas) for SAFE, with over 500 completed interactions. Pláticas are intentionally structured differently from standard presentations and trainings in that an expert provides a brief, 15-minute presentation with 45 minutes reserved for questions and discussion. This gives attendees more time to engage directly with the expert and creates greater opportunities for listening and connection. These virtual sessions are conducted entirely in Spanish for farmworker-serving community leaders and promotores across California.

Experts are often invited from community organizations in order to enhance connection and build capacity within the group. Pláticas also facilitates identification of priority topics and acts as a feedback loop for resource development. Because Pláticas are a closed group, a community of sharing, openness, and trust has been built among participants. Selected topics that were covered this year include paid sick leave, retaliation, bird flu, and the Deferred Action for Labor Enforcement program.

CONCLUSION



Insights on Success and Impact

Through the California COVID-19 Workplace Outreach Project (CWOP), 76 community-based organizations around the state were engaged in reaching workers — in multiple languages and across multiple industries — to provide resources and information on workers' rights as well as support in addressing unsafe working conditions and other labor violations.

Core elements to the program's success have included the emphasis on language accessibility and cultural competence, the development of strong regional coalitions, and flexibility in outreach so it can be tailored to needs at the local level. This year, the program notably expanded by enabling CBOs to provide direct support and help workers address problems while also providing ongoing training and consultation to strengthen the capacity of all participating CBOs.

CWOP's greatest asset is the staff and outreach workers within participating CBOs who become trusted messengers providing information that demonstrates language inclusivity and cultural competence, adapt strategies to meet local needs, and develop strong networks with other CBOs to maximize impact. Strengthening local capacity depends on sustained, uninterrupted, and dependable funding so programs can maintain experienced teams, preserve institutional knowledge, deepen relationships with communities, and refine their methods to better meet evolving needs.

An overarching recommendation for future iterations of CWOP is that the funding cycles and grantmaking structure ensure stability, which in turn leads to more significant, lasting impact as a continuous program is better positioned to adapt, improve, and increase its effectiveness year over year. The five insights below highlight the key factors that contributed to CWOP's impact, each of which is strengthened through program continuity.

INSIGHTS

1

Offering direct worker support bridged the gap between education and action, while creating a trusted and responsive network.

The process of resolving workplace issues can be complex and frustrating for workers who fear retaliation and may not be aware of resources like organizations with the expertise and capacity to support them. This year, CWOP helped close this gap by including funding for technical assistance and capacity-building for those CBOs who wanted to provide support to workers in resolving problems. This support manifested in a variety of ways based on workers' input — whether writing demand letters to recover wages and sick leave, offering case management support, or submitting formal claims. The direct CBO support is critically important, resolving problems and addressing labor violations through a number of pathways, and often resulting in successful resolution without developing into a prolonged claims process.

The trainings and technical assistance provided by UCs and state agencies deepened CBOs' understanding of the ways they can support workers across a range of labor topics. While many CBOs are eager to take on this role, they need ongoing funding and training to support their capacity to provide direct support.

LOOKING AHEAD

- Ensure programmatic reporting mechanisms account for both direct education and outreach as well as technical assistance and direct support to workers in resolving workplace problems.
- Establish agreements between trained CBOs filing claims and the agencies managing them to streamline information sharing and achieve faster resolution.
- Continue the regional network structure to support these efforts through relationships that facilitate a dependable referral and support system that workers and CBOs can rely on.

INSIGHTS

2

Flexibility in approach and topics allowed CBOs to deploy the most effective strategies tailored to the needs of their communities.

Flexibility in outreach strategies has long been a core element of CWOP and this year's expansion of campaign topics allowed CBOs to increase their reach and effectiveness locally. Along with COVID-19, labor rights, and workplace health and safety information, CBOs could pivot and adapt to local needs. For example, the Black Worker Hub prioritized addressing discrimination and retaliation in the workplace and, during periods of extreme heat, the Imperial and San Joaquin Valley coalitions prioritized heat safety. Some coalitions developed meaningful relationships at the local level to bridge gaps in reaching underserved groups, such as the Bay Area's intentional focus on reaching Black workers and Sacramento's effort to integrate the Afghan Labor Advocacy Network to reach Afghan workers.

LOOKING AHEAD

- Continue to allow CBOs to use their expertise to focus on content that is more relevant to the workers they serve. This flexibility in content should extend to areas covered by all state agencies that guarantee workers' rights. For example, in addition to DIR, include protections covered by the Civil Rights Department.
- Facilitate access to agencies across jurisdictions to encourage engagement as workers' and CBOs' lived experience has a more holistic perspective.

INSIGHTS

3

The comprehensive approach to language access and cultural competence created a sense of inclusivity that bolstered the program's effectiveness.

To effectively reach workers, it is essential to engage them in culturally and linguistically aligned ways. Strengthening language access and cultural competence included four key components: funding CBOs with the time and resources to invest in staff; providing resources in a variety of languages and formats; using appropriate vocabulary that communicates key concepts; and providing training and support in multiple languages to CBOs themselves. For some languages, outreach staff had to develop new ways to communicate concepts as a simple translation was not sufficient for workers to understand.

LOOKING AHEAD

- Enhance CWOP's effectiveness and accessibility by providing flexibility and a smooth process for CBOs to develop their own materials in a variety of formats, including audio and video, which are essential to reach workers who have low literacy levels or whose primary language does not have a written form.
- Ensure that materials available through CORD are continuously updated and refreshed, with a particular focus on languages beyond English and Spanish. Facilitate the design, translation and printing of new materials, which is important for CBOs to remain up-to-date and effective with outreach efforts.
- Offer statewide training and, in some instances, regional meetings in multiple languages to promote inclusivity.



INSIGHTS

4

Regional networks effectively facilitated shared learning, resource pooling, and the development of strategies to address local outreach challenges and maximize impact.

The regional structure not only fosters collaboration but also increases CBOs' ability to address specific outreach challenges. A shared understanding of local issues and joint problem-solving enables CBOs to tackle obstacles, such as reaching rural workers or adjusting outreach activities during periods of extreme heat. By coming together and drawing on each CBO's strengths, regions were able to hold large-scale events, address gaps in outreach, and provide more services, such as COVID-19 tests and vaccine clinics.

INSIGHTS

5

The collaboration with UC programs and state agencies in providing training and resources led to increased capacity to address a range of labor issues.

CWOP created a structure to bring the resources of state institutions, namely the UC Leads and DIR, to support CBOs in addressing worker concerns, labor violations, and unsafe working conditions. This comprehensive approach and increased access to subject-matter experts equipped CBOs to serve workers more effectively across a wide range of labor issues.

UC Leads and DIR placed a strong emphasis on capacity building for CBOs through technical assistance and training, which was considered by CBOs as highly effective and significantly expanded their knowledge of labor issues and actions to support workers. This year's approach expanded efforts from previous years, as UC Leads provided both virtual and in-person sessions at regional and statewide levels. Moreover, UC Leads engaged in specific projects and outreach themselves, providing one-on-one consultation with CBOs and responding to requests for direct worker training. These enhanced efforts deepened regional capacity and relationships, and complemented the statewide training series provided by DIR and its divisions.

LOOKING AHEAD

- Encourage regions to determine how to best work together as a way to promote creativity and strategic outreach and the development of relationships in an organic manner.
- In addition to regional networks, provide opportunities for CBOs to opt into collaborative efforts on a statewide basis, depending on interest. For example, this could include collaborations and strategizing around wage theft, wildfire protections, or other key topics.

LOOKING AHEAD

- Continue to leverage the expertise and resources of the UC programs to support capacity building and the development of critical resources, including the "Training of trainers" programs and other leadership development efforts offered by UC Leads, as these are important elements to support CBOs in training their outreach staff.
- Support continued collaborations with UC programs at the regional levels, as these not only strengthen the regional network but also encourage CBOs to leverage these relationships as valuable resources.
- Continue to offer a combination of trainings by state agencies, UC programs, and other legal aid support, as this provides significant reinforcement. Hearing information multiple times from diverse points of view is effective in deepening understanding.



In Summary

The California COVID-19 Workplace Outreach Project (CWOP) initiative has achieved remarkable success in supporting the state's high-risk workers through trusted community partners. As a result of the dedicated efforts of participating CBOs, DIR and its divisions, and UC Leads, CWOP facilitated approximately 830,000 interactive, meaningful conversations, and a total of 5 million touchpoints with workers across the state.

CWOP has also empowered CBOs to expand and transform their roles within the community, providing not only critical information but also hands-on assistance in navigating complex labor issues. This combination of education and direct support has fostered lasting relationships, encouraging workers to seek support and confidently advocate for their rights.

CWOP's sustained effort contributes to a cumulative effect resulting in a greater long-term impact. CWOP has provided immediate benefits to workers and achieved its broader goals of laying the foundation for lasting change by:

- Increasing the organizational capacity of participating CBOs through expanded knowledge and expertise in a wide range of labor topics, enabling more effective support for workers in addressing and improving workplace conditions.
- Strengthening relationships between CBOs and state agencies such as DIR, Cal/OSHA, and the Labor Commissioner's Office, facilitating collaborations and increasing the visibility of agencies at the local level, which in turn helps foster trust.
- Strengthening relationships among CBOs within and across regions, which has boosted outreach efforts, maximizing impact through resource pooling and joint problem-solving.

CWOP partners are well-positioned to expand their reach and impact, ensuring that workers in high-risk industries across California are not only better protected but also equipped with the critical information and support needed to safeguard their workplace rights and well-being.

APPENDIX



Community-based Organizations per Region

**Indicates Regional Lead*

BAY AREA

- Worksafe*
- Step Forward Foundation*
- Ayudando a Latinos a Soñar
- Black Cultural Zone
- Building Skills Partnership
- California Healthy Nail Salon Collaborative
- Centro Laboral de Graton
- Chinese Progressive Association
- East Bay Alliance for a Sustainable Economy
- East Bay Sanctuary Covenant
- Maintenance Cooperation Trust Fund
- North Bay Jobs with Justice
- Nuestra Alianza de Willits
- Promotoras con Alma
- Trabajadores Unidos/Workers United
- Visión y Compromiso

SACRAMENTO

- Sacramento Central Labor Council*
- Center for Workers' Rights
- Davis Phoenix Coalition
- Ring of Democracy
- Building Skills Partnership
- Maintenance Cooperation Trust Fund
- Promotoras con Alma
- Visión y Compromiso
- California Rural Legal Assistance Foundation
- Líderes Campesinas
- Jakara Movement

CENTRAL COAST

- Centro Binacional para el Desarrollo Indígena Oaxaqueño*
- Mixteco Indígena Community Organizing Project*
- Central Coast Alliance United for a Sustainable Economy
- Community Action Board of Santa Cruz
- Mujeres en Acción
- Monterey Bay Central Labor Council
- United Farm Workers
- Líderes Campesinas

IMPERIAL

- Comité Cívico del Valle*
- Calexico Wellness Center
- Imperial Valley LGBT Resource Center
- Líderes Campesinas

SAN DIEGO

- Employee Rights Center*
- Building Skills Partnership
- City Heights CDC
- Maintenance Cooperation Trust Fund
- Partnership for a Better San Diego
- Pilipino Worker Center
- Universidad Popular
- Vista Community Clinic

SAFE

- California Farmworker Foundation
- AgSafe
- Agriculture and Land Based Training
- University of California Agriculture and Natural Resources
- California Farm Labor Contractor Association
- Grower Shipper Association

Community-based Organizations per Region

**Indicates Regional Lead*

INLAND EMPIRE

- Warehouse Worker Resource Center*
- Southern California Coalition for Occupational Safety & Health*
- Inland Empire Labor Council, AFL-CIO
- Inland Coalition for Immigrant Justice
- Inland Congregations United for Change
- Pomona Economic Opportunity Center
- Starting Over Inc.

SAN JOAQUIN VALLEY

- UC Merced Community and Labor Center*
- California Labor Federation, AFL-CIO
- California Rural Legal Assistance Foundation
- Central California Environmental Justice Network
- Central Valley Empowerment Alliance
- Centro Binacional para el Desarrollo Indígena Oaxaqueño
- Empowering Marginalized Asian Communities
- Fresno Interdenominational Refugee Ministries
- Fresno-Madera-Tulare-Kings Central Labor Council, AFL-CIO
- Jakara Movement
- Líderes Campesinas
- North Valley Labor Federation
- United Farm Workers of America
- Valley Voices
- West Modesto Community Collaborative
- Westside Family Preservation Services Network

LOS ANGELES AND ORANGE COUNTY

- SoCalCOSH (Los Angeles/Orange County)*
- The Cambodian Family
- East Los Angeles Women's Center
- CLEAN Carwash Worker Center
- Instituto de Educación Popular del Sur de California
- Korean Immigrant Workers' Advocates
- Orange County Communities Organized for Responsible Development
- Orange County Asian Pacific Islander Community Alliance
- Orange County Labor Federation
- Pilipino Workers Center
- Building Skills Partnership
- CA Healthy Nail Salons Collaborative
- Maintenance Cooperation Trust Fund
- UFCW 1428

BLACK WORKERS

- Los Angeles Black Worker Center*
- Congregations Organized for Prophetic Engagement (COPE)
- Earthlodge
- Inland Empire Black Worker Center
- High Desert Black Worker Center

Campaign Languages

For this project period of CWOP, the list of campaign languages includes those reported as the primary language in an outreach activity. In the past, language lists and total have included all languages used in outreach and available in outreach materials.

- Amharic
- Arabic
- Cantonese
- Chatino
- Chinese (Simplified)
- Chinese (Traditional)
- Dari
- English
- Haitian Creole
- Hmong
- Khmer
- Korean
- Laotian
- Mandarin
- Mayan / Mam
- Mixteco
- Nahuatl
- Portuguese
- Punjabi
- Purepecha
- Spanish
- Tagalog / Filipino
- Tlapanec
- Triqui
- Ukrainian
- Vietnamese
- Zapoteco



“Mercedes came to KIWA without information about workers' rights. She made the courageous decision to speak out about the wage theft and retaliation she experienced. KIWA assisted her to not only file for these violations but also a deferred action and a work permit through the DALE program. Through the process, she grew and changed as a leader and is now able to assist other workers as a volunteer at KIWA.”



Korean Immigrant Workers' Advocates (KIWA)

