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April, a pivotal month in the environmental calendar, symbolizes a global call to action for Earth Day, reminding us of our collective responsibility to safeguard our planet and foster a sustainable future. Although lesser known, April 28th commemorates the World Day for Safety and Health at Work. These observances underscore our shared responsibility to protect our planet and highlight the importance of ensuring the safety and wellbeing of all workers.

Earth Day, founded by Senator Gaylord Nelson in 1970, emerged as a powerful grassroots movement to raise awareness about environmental issues and galvanize action on a national scale. The inaugural Earth Day sparked a monumental shift in public attitudes and paved the way for landmark ecological legislation that shaped our nation's environmental policies. The Clean Air Act, the Endangered Species Act, and the Environmental Protection Agency were all established in the 1970s in response to the awareness brought about by the establishment of Earth Day. April 22nd has grown into the largest secular civic event in the world, with over 1 billion people participating.



Image credit: Unsplash

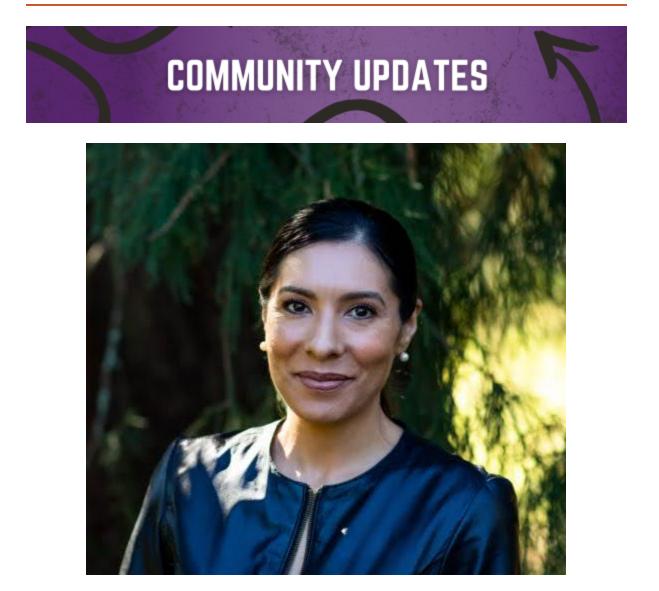
Similarly, the International Labour Organization's World Day for Safety and Health at Work is a global platform to promote the prevention of occupational accidents and diseases. This year's theme, focusing on the impacts of climate change on occupational safety and health, underscores the urgent need for collective action to address the intersection of environmental sustainability and workplace safety. This year's theme is highly fitting, as 2023 was one of the warmest years on record. A year marred by record deaths for those who work outdoors with little to no legal safeguards, and <u>indoor workers</u> are facing increased opposition to protections.

At our first Community of Practice session for the year, our cohort discussed the history of labor organizing and its ties to environmental justice. We defined terms pertinent to organizers and discussed the Green New Deal and the interconnection between unions and eco-equity. The Jacobin does a superb job espousing the need for unification between labor and climate activists, using Todd E. Vachon's book <u>Clean Air and</u> <u>Good Jobs</u> as a case study.

As we commemorate Earth Day and World Day for Safety and Health at Work, we reaffirm our commitment to creating inclusive and sustainable workplaces where the well-being of both workers and the environment are prioritized. Together, let us continue championing initiatives that foster a safer, healthier, and more equitable future for all.

In Solidarity,

Brianna, Janelle, + Rob



#### Farewell to Rebeca Rangel

As Rebeca Rangel bids farewell from her Bay Area Program Officer role at <u>Asset Funders Network (AFN)</u>, we extend our heartfelt gratitude for her exemplary leadership and dedication. With a wealth of experience spanning corporate, philanthropic, and social sectors, Rebeca has shaped grantmaking strategies and fostered collaborative initiatives to advance economic justice. Her tenure at AFN and her previous roles at the Y&H Soda Foundation and Bank of the West exemplify her unwavering commitment to driving positive change in our communities. We wish Rebeca all the best in her future endeavors and express our profound appreciation for her invaluable contributions to AFN and the broader philanthropic landscape.

Image credit: assetfunders.org

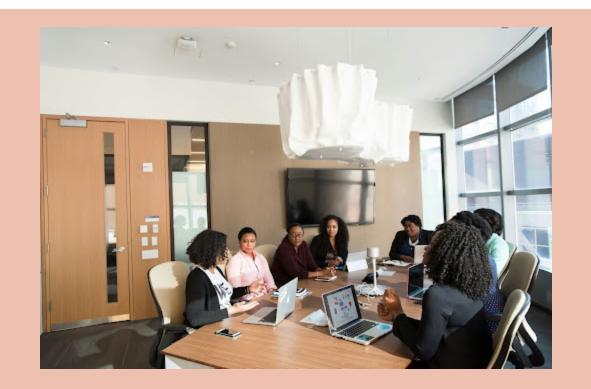
# WHAT WE'RE READING



#### Baltimore bridge tragedy shows America's highway workers face death on the job at any time

The recent tragedy of the Francis Scott Key Bridge collapse emphasizes the pervasive dangers faced by highway workers across the United States, urgently demonstrating the need for enhanced worker safety measures. With fatalities occurring in various states due to hazardous job sites, negligent drivers, and unforeseen disasters, families of highway workers endure repeated cycles of grief amidst a deadly landscape. Sybil DiMaggio's tragic death in a construction site accident underscores the critical importance of prioritizing safety protocols, with her concerns about inadequate safety measures ultimately proving fatal. While efforts to improve safety standards and legislative actions are underway, including recommendations to increase fines for work zone speed violations and enhance internal traffic control plans, much remains to be done to ensure the well-being and protection of highway workers nationwide.

Image credit: John Simmons on Unsplash



Black Women and Vulnerable Work: Occupational Crowding of Black Women Lowers Their Wages and Well-Being

A new study investigates the representation of Black women in potentially vulnerable occupations, analyzing factors like pay, benefits, hours, and alternative work arrangements using occupational crowding methodology. It challenges conventional economic theories by examining how discrimination may contribute to occupational segregation, finding that Black women are underrepresented in higher-paying roles compared to white men, white women, and Black men. Additionally, Black women tend to have less access to employer-sponsored health insurance but are overrepresented in occupations with higher retirement coverage rates compared to white women. Remedial recommendations include addressing employment discrimination, expanding collective bargaining, and improving the social safety net for workers regardless of their employment status. The analysis also considers educational attainment and requirements, evaluating Black women's representation relative to various groups within and across race and gender categories.



#### <u>Forging a Sustainable Future</u> for California's Direct Care Workforce

This report highlights the dire situation facing the paid direct care workforce, overwhelmingly impacting immigrants and women of color due to various factors like an aging population, workforce shortages, low wages, and poor job quality. California aims to address this crisis by better understanding the workforce and the systems affecting wages, benefits, and job quality. By bridging expertise across consumer advocates, worker advocates, philanthropy, and government, the report seeks collaborative action to create a more equitable future for direct care workers and the families they assist.

Image credit: National Cancer Institute on Unsplash

How the national labor movement arrived in Sonoma Valley

Bravewoman's Arduous Journey From Student to Union President

<u>California fast-food workers will get a \$20 minimum wage, starting</u> <u>Monday</u>



#### Asset Funders Network 2024 Conference

We're excited to announce that <u>Anand Subramanian</u>, Senior Director of the People Pathway at the San Francisco Foundation, a seasoned leader with extensive experience in advancing community safety and justice, will join as a featured speaker at this year's <u>AFN National Grantmaker</u> <u>Conference</u>. Anand leads a grantmaking portfolio focused on decriminalizing poverty and advancing quality, empowered jobs. With a background that includes directing work to dismantle fines and fees through the Cities & Counties for Fine and Fee Justice network, serving as the co-facilitator for the Oakland Reimagining Public Safety Task Force, and leading PolicyLink's efforts to advance community safety and justice, Anand brings a wealth of knowledge and expertise as the moderator of the conversation.

The conference, coinciding with AFN's 20th anniversary, serves as a milestone moment to convene a diverse group of grantmakers united in the shared goal of advancing equitable wealth building and economic equity. Under the theme "Centering Economic Equity: The Power of Intentionality," the conference provides an opportunity for funders of all sizes and strategies to reflect on the past two decades in asset-building philanthropy and envision a future where more significant commitment, clarity, and collaboration can drive transformational impact.

Image credit: assetfunders.org



#### Native Americans in Philanthropy Conference (4/22-4/25)

Don't miss out on the opportunity to attend the Native Americans in Philanthropy 2024 Annual Conference virtually! <u>NAPCON24</u>, where leaders, practitioners, and learners converge at the crossroads of philanthropy, Native advocacy, and Tribal sovereignty. This year's conference offers a unique opportunity to engage in the movement to Indigenize Philanthropy, focusing on building bridges and fostering reciprocal relationships with Native American and indigenous communities.

Rooted in Indigenous cultures, the NAP conference will pay homage to the past, celebrate the present, and map out the future collaboratively. With a commitment to trust-based partnerships and meaningful connections, the gathering will showcase the momentum and growth in the field, inspiring attendees to contribute to collective economic and civic solutions in philanthropy and beyond.

Image credit: 2024 Native Americans in Philanthropy Conference toolkit

## JOB OPPORTUNITIES

#### <u>Strategy and Impact Director</u>

The California Budget and Policy Center is hiring a Director of Strategy and Impact to lead organizational strategy, management, and team coordination. This role reports to the Executive Director and involves supervising team members, collaborating with leadership teams, and overseeing policy analysis and outreach initiatives. The salary range for this exempt position is **\$135,707 to \$187,902**, with benefits. Applications will be accepted until filled, with **priority given to those received by April 12**.

Please visit our website for more Job Opportunities

#### FUNDING OPPORTUNITIES FAP TA DE PY 23-24: Grants for Advancing Farmworker Development in California The Farmworkers Advancement Program (FAP) Technical Assistance (TA) and Developmental Evaluation (DE) Solicitation for Proposals (SFP) for Program Year 2023-24 aims to provide essential skills and upskilling training to farmworkers in California to advance within the agricultural industry or transition to other sectors. With up to **\$1 million available** from the Workforce Innovation and Opportunity Act (WIOA) Governor's Discretionary Fund, the selected awardee will support FAP program participants through skills development, job retention strategies, and career advancement opportunities. The grant targets organizations capable of delivering developmental evaluation to grantees statewide and emphasizes equity, sustainability, and systems change in workforce development. Eligible applicants include various entities with experience serving farmworkers, Limited English Proficient (LEP) individuals, low-wage workers, or immigrant communities. The grant focuses on supporting twelve organizations in designated service counties in California, and while leveraged funds are not mandatory, applicants are encouraged to maximize impact through additional resources from various sources. Prospective applicants must **submit proposals by April 15, 2024**, and pre-registration for an informational webinar is required for all interested parties. Please visit our website for more Funding Opportunities



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#### **ReWork the Bay**

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