



2023

**LOS ANGELES
BLACK WORKER CENTER
ANNUAL REPORT**



Co-EDs:

Welcome to the annual report!

In the so-called “awakenings” of 2020, many organizations and corporations rushed to post statements about their commitments to racial equity, quickly followed by glamorous headshots of Diversity, Equity & Inclusion (DEI) professionals brought on as consultants and Equity Officers to help them follow through on their commitments to Black and other marginalized workers.

By 2023, the honeymoon was over, and one in three DEI professionals had lost their roles, according to a Revelio survey.

That’s why it’s imperative that Black workers and their allies renew their commitments to making THIS world a world where Black workers thrive in equitable and vibrant communities. While some corporations may choose to come around for the photo-ops and later abandon their commitments to Black workers and our communities, Black workers are still here. Black workers are still organizing at the Los Angeles Black Worker Center- and winning!

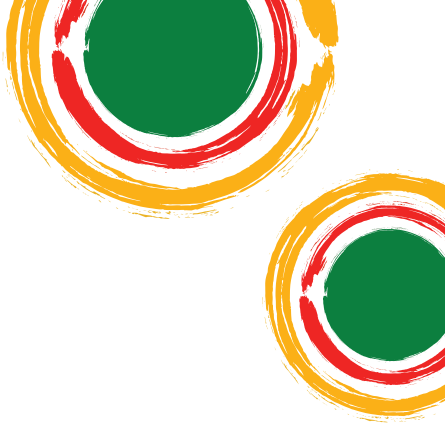
In 2023, Black workers showed their power in City Hall and continued to grow the 1000 Strong campaign for public sector jobs with new county and state partners! The

“Ready 2 Work” leadership and workforce development bootcamp had more than fifty graduates this year- they shared political education and workplace safety training, and they are ready to be leaders in their new workplaces.

2024 is coming fast, and LA Black workers need to know that you’re still down for equity in the workplace.



Danya Harris *J.B. Jenkins*



Nearly 84% of Black workers in California sought unemployment support when the pandemic began in 2020, and many of those workers continue to struggle with finding gainful employment as the Black jobs crisis continues to plague Black workers in Los Angeles. This has led to 30% of Black Angelenos being unhoused despite not being even 8% of the population in Los Angeles. It doesn't stop there, as the Black jobs crisis impacts the life expectancy of Black workers. Black Angelenos can expect to die, on average, 5-15 years sooner than other Angelenos as well. Thus making it clear that loss of income and the inability to provide greatly impact the overall wellness of Black workers.

However, the crisis did not begin with the pandemic. In fact, the Black jobs crisis is part of a culture of anti-Blackness. Anti-Blackness comes partly from poor policy choices put in place to deliberately exclude Black workers from the formal economy and undermine our power. The good news is that just like people made choices to advance anti-Black policies, we can make choices to advance policies that include and uplift Black workers, like the 1000-strong campaign.

It's important to mobilize and organize for a Black worker justice agenda here in Los Angeles and demand jobs that are safe,

healthy, and free from exploitation and abuse, but it is also critical we build global solidarity with Black workers and those who are continuing to be exploited for their labor and lands. Being a member lead within the Los Angeles Black Worker Center means addressing the Black job crisis head-on in EVERY field; this includes environmental and conservation careers that oftentimes exclude Black workers from leadership positions. As a current Steward Council leader and Wellness committee member lead with the LABWC and a former Ready 2 Work organizer, it's been my ferment commitment to center the integration of wellness praxis into all aspects of organizing for worker and environmental justice.

For far too long, Black workers have been taken advantage of by society, and it's time for change. That's why I'm a proud member of the Los Angeles Black Worker Center, a home for Black workers, advocates, activists, and allies to create true systemic change.

In solidarity,



Zee Zetino - Wellness Committee lead and Worker Justice Organizing Committee (WJOC) member leader



Friends,

We, the Board of Directors of the Los Angeles Black Worker Center (LABWC), are inspired and humbled by the remarkable community of Black workers, advocates, activists, and allies who stand alongside us, united by a shared vision of hope and change.

The LABWC was born out of a vision to empower and uplift Black workers in Los Angeles. Since our inception in 2011, we have been rooted in the belief that all Black folks deserve access to fair and equitable opportunities in the workplace. We've worked tirelessly with our community to address systemic challenges that have long plagued the Black workforce.

We envision a world where every Black worker is treated with dignity and respect, where fair compensation is the norm, and where opportunities for growth and success are boundless. Thank you for being an essential part of our community and for your continued support. Together, we can turn our vision into reality and create lasting change.

Sincerely,

Sherri Bell

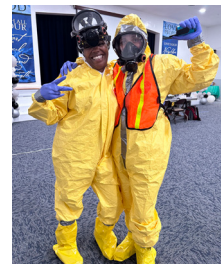
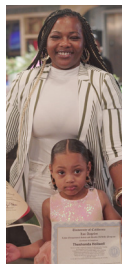
Khalil Edwards

Regina Freer

Chloe Osmer

Jordan Thierry

David Turner III





45% of workers who attended orientations have been placed in one of our 3 cohorts

73% of Black workers placed from Ready to Work cohort I are still employed with the City of LA.

66% of Black workers who participated in our Ready 2 Work Bootcamp have been placed with jobs at the city.

Participants through our Ready 2 Work program have been placed in positions with the city, such as Wastewater Management, Refuse Collection Truck Operator, Environmental Compliance Inspector, Drafting Aide Assistant, Engineering Technician Assistant, Truck Operator, and Tree Surgeon.



We launched our first youth cohort focused on ages 18-24 for our Ready 2 Work Bootcamp on Oct. 16th with a 100% graduation rate.

We were honored by the Christian Leadership Conference of Southern California at their 7th annual Labor and Community Luncheon for our dedication to fighting for Black Worker's Rights on April 15th.

We were selected by the California Association of Nonprofits as one of the 2023 Nonprofits of the Year. We were nominated by CA Senator Lola Smallwood-Cuevas

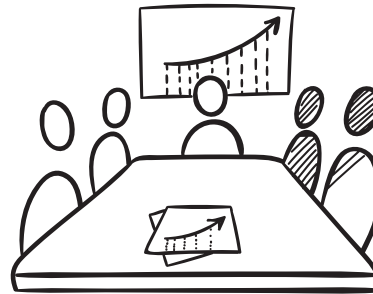


The 1000-strong campaign has been endorsed by Sen. Lola Smallwood-Cuevas and Sen. Steven Bradford

In October 2022 we became our own 501c3 leaving our fiscal sponsor

Member leaders held 6 events this year

The Arts and Black Culture Committee launched, which is a member-led committee focused on Black joy and liberation through collective creation and artistic expression.



Member leaders launched the Stewards Council, a peer-to-peer program where Black workers develop the skills and knowledge to address workplace issues confidently

The LA County Federation of Labor, the Service Employees International Union (SEIU) Local 721 and Local 1000, the Engineers and Architects Association (EAA), the American Federation of State, County and Municipal Employees (AFSCME) Local 36, the Worker Education Resource Center (WE-RC), and UCLA are all a part of the 1000 Strong Coalition to work towards a more equitable future for Black Workers in Los Angeles.

- o Dream Big
- o Set goal
- o Take Action

In the fall of 2023 we had a brand refresh and launched a new LABWC logo and website



20 Members attended the letter delivery to The Los Angeles Department of Public Works, which led to them pledging to provide up to 200 jobs towards the 1000-strong campaign.



We expanded our office on Crenshaw with two additional spaces for organizing and programs

THANK YOU FOR YOUR GENEROUS SUPPORT

Alison McCauley
Amalgamated Foundation
Ana Portillo
Annenberg Foundation
California Black Freedom Fund
California Community Foundation
California Workforce Development Board
Conrad Hilton Foundation
Craig Banks
Deborah Willis
Demetrius Houpis
Dr. Jerome Hunt
Emerald Garvey
General Services Foundation
Hill Snowdon Foundation
James Irvine Foundation
Jonathan Shaffer
Korean Immigrant Workers Advocates of
Southern California
La Tonya Harris
Laura Coholan
Liberty Hill Foundation
Los Angeles City Board of Public Works
Los Angeles City Council District 8
Los Angeles County Board of Supervisor
District 3

Margaret Murray
Melina Abdullah
National Employment Law Project
Network for Good
Presbytery of the Pacific
Rebecca Johnson
Regina Freer
Robert Rauschenberg Foundation
Samantha Cooper
Saraliza Anzaldua
Satterberg Foundation
Sierra Club
Southern California Grantmakers
Stacey Bulluck
The California Endowment
The California Wellness Foundation
The Sierra Health Foundation
UCLA Labor Occupational Safety & Health
Program
United Way Inc.
Weingart Foundation
Wellspring Philanthropic Fund
Worker Education Resource Center

Where we're going in 2024



Staff, Member-leaders, and representatives from the Board of Directors will begin engaging in the strategic planning process to outline our next 10 years



We plan to continue to make progress with the 1000-strong campaign by building additional partnerships, connecting more workers towards quality careers and hosting additional cohorts to support them.



We plan to have our grand re-opening with our expanded offices in 2024, COVID pending

