



# A GLIMPSE AT OSHA'S INITIATIVES

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# WHO I AM: MY STORY

*Natalicia Tracy, PhD - Senior Policy Advisor Office of the Assistant Secretary  
PhD, BU; MA and BA, UMB; AD, QC; ALT, DHS... Dual Citizenship & tri-lingual*

- ✓ *Former Lecturer in Labor Studies & Sociology, UMass Boston*
- ✓ *Former Executive Director of a Worker Center in MA and CT*
- ✓ *Former Policy Strategist working on State level legislative initiatives*
- ✓ *Former Co-chair with MA-AFL-CIO & SEIU32BJ of labor bills*
- ✓ *Member of Local MTA for 11 years – MA-AFL-CIO GBLLC*
- ✓ *Have worked as a PCA, and as a Nanny, arrived in the US with H2B Visa*
  
- ✓ *As public servant, it is my duty to work to toward protecting all workers.*



# WHAT IS A WORKER CENTER?

- ✓ Worker centers are community-based and community-led organizations that engage in a combination of service, advocacy, and organizing to provide support to low-wage workers.
- ✓ The vast majority of them have grown up to serve predominantly or exclusively immigrant populations, and work with their communities in culturally- and linguistically-appropriate ways. (adapted from Janice Fine, 2005)
- ✓ **Nine percent** of worker centers were founded explicitly to fill the gap left by the decline of unionization in particular industries, and **another 14 percent** in connection to unions and union-organizing drives.
- ✓ They provide low-wage workers a range of opportunities for expressing their "collective voice" as well as for taking collective action.



## PRESIDENT BIDEN'S EXECUTIVE ORDERS

*On January 20, 2021 -- EO 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.* The order calls on Federal agencies to advance equity by identifying and addressing barriers to equal opportunity to underserved communities.

On June 25, 2021, President Biden signed an Executive Order (EO) 14035 to **advance diversity, equity, inclusion, and accessibility** (DEIA) in the federal government. The executive order establishes a government wide initiative to advance DEIA in federal hiring and employment.

# PRESIDENT BIDEN'S EO 13985 ADVANCING RACIAL EQUITY & SUPPORT FOR UNDERSERVED COMMUNITIES THROUGH THE FEDERAL GOVERNMENT



*“Equal opportunity is the bedrock of American democracy, and our diversity is one of our country’s greatest strengths. But for too many, the American Dream remains out of reach. Entrenched disparities in our laws and public policies, and in our public and private institutions, have often denied that equal opportunity to individuals and communities. Our country faces converging economic, health, and climate crises....” (Section 1, Policy, EO13985)*



# UNDERSERVED COMMUNITIES

*“...Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.” (EO13985)*



# What is Equity?

## EO 13985: Advancing racial equity and support for underserved communities

*The term “equity” means **the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.***



“As you know, centering the most underserved and vulnerable workers in our work is a key piece of the vision Deputy Secretary Su and I share for the Department. Doing so will not just help those marginalized, underserved, or disadvantaged workers. It will also help all of us, unlocking more economic potential and growth for everyone.”

Walsh, Secretary of Labor





# Equity Action Plan

The Department of Labor is joining other federal agencies in releasing our Equity Action Plan,

It summarizes the past year to advance equity for all workers and our next steps in several key programs, including our **enforcement of wage and hour laws, access to unemployment insurance benefits, the design of our apprenticeship and training programs, and our ability to serve workers in more languages.**

It is an important public statement of our principles and an opportunity to convey some of our early accomplishments in our work together to empower workers morning, noon, and night.



# OSHA'S Equity Initiatives

OSHA as an agency is fully committed to ensuring that Diversity, Equity and Inclusion becomes embedded into all its programs.

# Guiding Questions in Defining the Scope of OSHA's Work - Past, Present & Future



1. Has OSHA been delivering services equitably?
2. What/who/where? Are there other opportunities build and expand OSHA's outreach to underserved populations?
3. For its DEI project, has OSHA set up clear goals and objectives with a system of accountability?
4. How much will these initiatives be embedded in the central mission and vision of OSHA's operations?



# OSHA'S Vision

- Safety and health established as a core value in every workplace in America.
- Workers have the right to go to work knowing that every precaution has been taken to keep them safe and healthy so that they can go home to the family and friends at the end of each shift.
- Every worker should be able to retire at the end of their career able to enjoy time with their friends and loved ones, play with the grandkids, and be physically able to do and enjoy all the activities they have worked so hard to earn.



# Rulemaking

- Infectious disease standard
- Extreme Heat Standard

The recently announced National Emphasis Program on heat hazards will allow OSHA to conduct inspections in more than 70 high-risk industries.



# The Role of Labor Liaisons

The Labor Liaisons are key in reaching vulnerable workers, building relationships based in trust, and providing education on workers' rights.

They maintain communication with organized and unorganized workers, Committees on Occupational Health and Safety, worker centers and coalitions, helping them navigate OSHA's organizational structure or complaint procedures.

Assist in developing and updating health and safety programs.



# ENHANCING WORK ALREADY IN PROGRESS

## ***OSHA Alliance Program***

*Focus on worker voice and collaborating with historically underserved communities, worker centers, etc.*

## ***Susan Harwood Training Grants***

*Focus on embedding equity principles in FY22 FOAs.*

## ***Hiring And Recruitment***

*Efforts to attract a more diverse workforce – launch of a hiring webpage to attract more diverse candidates.*

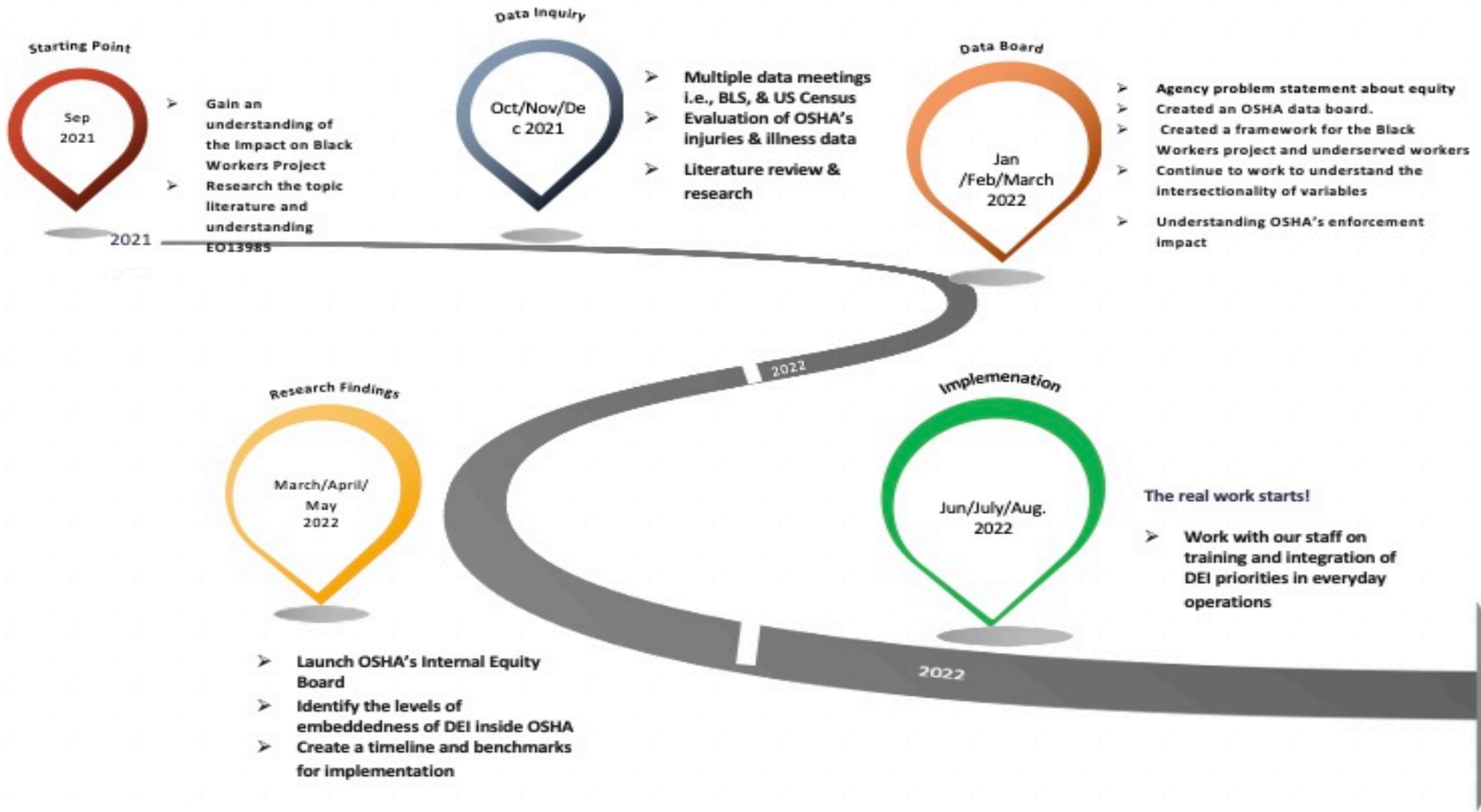


# Other NEW DEI Initiatives at OSHA

- 1- 2- Language Access/Justice in all OSHA Interaction with Diverse Worker as needed.
- 3- Labor Liaisons' Vulnerable Worker Trust Building efforts
- 4- Resiliency Work: Building collaboration to support Second Responder cleanup and rebuilding
- 5- The Meat-Packing and Poultry Worker Group Pilot
- 6- OSHA's U/T Visas: Becoming a certifying Agency
- 7- Combating Labor Trafficking Efforts (part of the National Action Plan Combating Human Trafficking Efforts)
- 8- OSHA/WHd Co-Chairs for the Committee Addressing: Worker Protection and Enforcement
- 9- OSHA Data Group Initiatives
- 10- We are launching OSHA's Internal Equity Board
- 11- Hiring And Recruitment
- 12- Workers' Voice Summit (Sep. 2022)



# OSHA's Equity Workplan Timeline





*Real Change Requires a More Democratic Sharing of Power Across Racial Groups, and Changes Not Simply in Consciousness And Values, But in Policy and Practice.*

*Thank You!*

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