

# GREATER LAWNSDALE LOTERÍA



An evidence-informed, historically grounded,  
and worker justice themed educational game.

Un juego educativo sobre la justicia laboral  
con bases históricas e informado por la evidencia.



# Acknowledgements

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Sinai Urban Health  
Institute



Taller de José



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# About Us

## Greater Lawndale Healthy Work Project

The Greater Lawndale Healthy Work (GLHW) Project, part of the University of Illinois Chicago Center for Healthy Work, is a community-based participatory research project that works in partnership with North Lawndale and Little Village (together forming the Greater Lawndale area) and the University of Illinois Chicago School of Public Health. The GLHW Project was formed to better understand how work impacts community health and to identify community solutions to promote worker health.

## Center for Healthy Work

The UIC Center for Healthy Work (CHW) is a research and education center established in 2016 to advance the health and wellbeing of workers in Chicago, the state of Illinois, and the nation. Funded by the Center for Disease Control and Prevention (CDC) National Institute for Occupational Safety and Health (NIOSH), the Center for Healthy Work aims to identify and promote employment programs, practices, and policies that will improve the health of workers and the communities they live in. The UIC center is one of ten NIOSH Centers of Excellence for Total Worker Health (TWH) that advances knowledge by building the scientific evidence through research and practice.

### COVID-19 Guide for Workers in Illinois

<https://healthywork.uic.edu/response-to-coronavirus-covid-19/>



#### For more information:

-  [healthywork.uic.edu](https://healthywork.uic.edu)
-  [healthywork@uic.edu](mailto:healthywork@uic.edu)
-  312-996-2583

# About Greater Lawndale LOTERÍA

Lotería, the Spanish word for lottery, is a game of chance that is presently played throughout the U.S. and Latin America. It is similar to bingo, however the numbers on ping pong balls are replaced by illustrations. Various renditions of lotería have been created to reflect the changing times.

Greater Lawndale Lotería is an evidence-informed, historically grounded, and worker justice themed educational game that promotes the recognition of healthy work as a social justice priority in Greater Lawndale.

We aim to inform critical dialogue and challenge attitudes and beliefs related to work and health among stakeholders, community members, youth, business owners and workers.

The card narratives include information about the following:

- **Precarious nature of work** that workers are exposed to such as workplace hazards and systemic exploitation.
- **Valuable contributions** that workers provide in their workplace and community.
- **Findings** from our research and **history** about the labor movement in Chicago.
- **Know your rights** information about laws affecting workers.

## Game contents

- 54 cards
- 20 playing boards
- 1 booklet

# Our Findings

We used mixed-methods tools such as surveys, interviews, concept mapping, focus groups, and secondary data analysis to understand how work affects health, characterize what healthy and precarious work looks like, and to inform the development of our community initiatives.

## Did you know...

We surveyed approximately 500 people from Greater Lawndale (GL) in 2019. According to our survey respondents...

### The top 5 biggest barriers for looking for work were:

- Jobs have low pay
- There are a lack of jobs in the community
- Jobs are part-time and individuals need full-time work
- Individuals do not have the qualifications
- Jobs don't provide health benefits

### The top 5 facilitators for looking for work were:

- Social networks telling each other about available work
- Social networks providing work recommendations
- Having a reliable vehicle
- Having a driver's license
- Having a high school degree



In our survey, GL individuals with the most precarious jobs experienced the most stress, including **less control over how work is done, less support from co-workers, and less clear expectations on the job.**



**70%** of our survey respondents reported **not having any benefits** and **78%** said they **didn't get paid if they missed a day of work.**



**A third** of our survey respondents got at least **50% or more of their work hours from temporary employment agencies.**



In our secondary data analysis of census data, on average, **GL individuals earn less money regardless of their education level compared to individuals in the City of Chicago.**



GL individuals were **twice as likely to carpool** to work compared to individuals in the City of Chicago, according to our secondary data analysis of census data.



In our secondary data analysis of census data, **a higher proportion of GL individuals were below the poverty line compared to individuals in the City of Chicago, even when they worked full time.**



In our inventory of businesses where we identified all businesses in GL and categorized each business by industry, we found that **industries with the highest representation in GL**- manufacturing, retail trade, accommodation and food services, and healthcare and social assistance- **have among the highest incidences of injury and illness rates.**

## We heard from community members that...

*"[It] feels like you are running on a hamster wheel and you are sprinting and not getting anywhere."*

*"Working full-time should not mean you go to bed hungry."*

*"You take care of your hands, take care of your body...because here nobody will take care of us."*



# How to Play

## Starting the Game

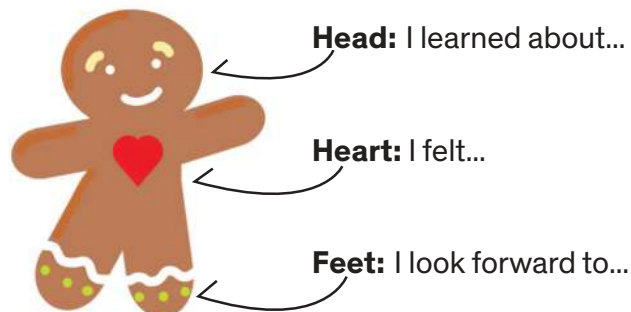
1. Grab a playing board and a handful of dried bean, stones, or other place holders for your playing board.
2. Decide on a winning lotería pattern: straight, diagonal, vertical or horizontal lines, four corners, or full card.
3. Pick someone to be the announcer.

## Playing the Game

4. The announcer shuffles the deck, deals a card, and reads the card name. Then the announcer reads the narrative of the card from the booklet.
5. For each dealt card, the players look for the same image on their playing board. If it is a match, put a placeholder on the image.
6. Continue playing until you have a person with the winning lotería pattern.

## Ending the Game

7. The first person to reach the winning lotería pattern shouts, “lotería” and wins the game.
8. As a closing activity, have a Head, Heart, and Feet discussion. Reflect on what you learned, what you felt, and what you are inspired to do.





## Other Ways to Play

Some of the narratives are rich with facts and history and are therefore on the longer side. Consider playing other ways to keep the energy going:

- Have multiple players take turns reading out loud the card narratives.
- Read only the winning card narratives at the end.
- Read portions of card narratives that resonate most with the group.
- At the end of the game, think about what other cards you would like to add to the game. Then draw it out and write a narrative about it.

# Gender Language Disclaimer

The Greater Lawndale Healthy Work (GLHW) Project recognizes that gender is a social construct in which individuals have diverse gender identities that go beyond the binaries of male and female identities. We strive to be gender-inclusive by using gender neutral pronouns (“they/them”) in our materials and publications. We presently understand the Spanish language has not yet developed a standard gender-neutral language. As such, we have reverted to the use of gender pronouns “el/la” and “-o/-a” in our Spanish language material. As the Spanish language changes, we are committed to continuously reviewing our assumptions, beliefs, and practices on this topic.

Click here to learn more about pronouns and gender inclusive language: <https://www.un.org/en/gender-inclusive-language/guidelines.shtml>

Click here to visit the UIC Gender and Sexuality Center (GSC) Resource Guide: <https://gsc.uic.edu/trans-resource-guide/>

The GSC Resource Guide is intended to help trans, gender non-conforming, and non-binary folks navigate the University of Illinois Chicago campus and surrounding Chicago area resources, both in-person and virtually.

# Card Narratives



## 1. The Arch

In the 1970s, Little Village started to become known as the “Mexico of the Midwest,” as more Mexican Americans moved into the community. Today, a terracotta arch towering over 26th Street greets people with “Bienvenidos a Little Village.” The arch, designed by Mexican architect Adrian Lozano, was built in 1990 to acknowledge the influence of Mexican culture in Chicago and is modeled after similar structures at the entrance to towns and pueblos in Mexico.

## 2. The Artist

Artists create artwork such as paintings, sculptures, video and film, sound work, drawings, printed work, installations, and other forms. Artists play a significant role in society by enriching the human experience, creating a collective memory, and disrupting injustices. They may face challenges such as unstable access to paid work, underpayment, as well as exposure to toxic fumes at work and street violence when working outdoors.

Greater Lawndale is home to many vibrant murals that reflect its history, community, and culture. Behind

Cook County Jail off of 26th Street, two Chicago graffiti artists have created a space for female artists to express themselves. Since 2013, the walls have been covered in more than 20 graffiti murals. They are large-scale, carefully curated productions that change two or three times a year. Greater Lawndale artists Phina and Bel call the space “County Walls” because of the proximity to the jail. Bel believes that the artists have found they love creating “color around something that’s so negative.”<sup>i</sup>



### 3. The Barber (see also *The Hair Stylist*)

Barbers provide barbering services, such as cutting, trimming, shampooing, and styling hair, trimming beards, or giving shaves. In their field of work, barbers face exposure to chemicals, sharp tools, repetitive movements, long standing periods, as well as low pay and no health insurance or other benefits.

Some barbershop and salon workers are hired as as 1099 independent contractors when legally they should be employees. It's a widespread problem in many industries which costs workers money and, employers a huge amount of money when they are

identified as committing fraud. There are many reasons why misclassification is a common problem. Workers often don't know about their rights. In our Greater Lawndale Healthy Work Community Health Survey where we surveyed 479 residents of Greater Lawndale, the most precariously employed workers were less likely to know about rights or where to find information about their rights at the workplace<sup>ii</sup>. Sometimes employers don't want to pay payroll taxes or pay for workers' compensation insurance. Some workers like getting a bigger paycheck that doesn't have taxes taken out. Other workers fear that if they say something, they'll lose their job.



### 4. The Bus Driver<sup>iii</sup>

Bus drivers transport people between various places—including, work, school, shopping centers—and across state and national borders. Some drive regular routes, and others transport passengers on chartered trips or sightseeing tours. They drive a range of vehicles, from 15-passenger buses to 60-foot articulated buses (with two connected sections) that can carry more than 100 passengers. Among all occupations, transit and intercity bus drivers have one of the highest rates of injuries and illnesses. Most injuries to bus drivers are due to vehicle accidents, though bus drivers also experience stress due to traffic or passengers and dangerous weather conditions.

Amalgamated Transit Union (ATU) Local 241 is the voice of workers who are employed in the transportation industry working for Chicago Transit Authority (CTA) and Pace in the Chicago area. In the U.S., they are the second largest local within the ATU with a membership of nearly 10,000 strong. While CTA and Pace bus drivers are members of the union, drivers of chartered buses and vans driving to other states and Mexico are typically non-union and at-risk for workers' rights violations and occupational health and safety dangers.

## 5. The Car Wash Worker

Working in a Chicago car wash means a long workday with little compensation. A standard shift requires a worker to arrive at the car wash early in the morning in order to ensure they have work for the day. The typical car wash worker never knows how long their shift will be or how much they can expect to earn for the day.

In 2012, researchers from the University of Illinois at Urbana-Champaign surveyed Chicago car wash workers and found that over 75% of them earned below the minimum wage with 13% earning less than \$2.00 per hour.<sup>iv</sup> While more than 80% of survey

respondents worked over 40 hours in the previous work week, less than 2% of these workers earned the legal overtime rate of time and a half.

The car wash worker study also found that more than half of surveyed workers received cuts at work, over 40% suffered skin rashes and more than 25% experienced nausea or dizziness from use of harsh cleaning chemicals in the previous month. Over 80% of surveyed workers did not have Personal Protective Equipment (PPE) to guard them from dangers on the job nor were they provided information from their employer about harmful occupational health hazards.

In 2011, three car wash workers from Little Village teamed with the worker center Arise Chicago to win back their stolen wages from the former Little Village Car Wash. In 2021, nearly a decade later, the workers finally received \$324,846 in back wages and damages. When workers fight, they win!



## 6. The Child Care Worker

Child care or day care workers play an important role in the U.S. economy by allowing parents to pursue employment outside the home and providing children a stimulating and nurturing environment in which to learn and grow. In recent decades, families have increasingly had to rely on child care because spending more time at work has become an economic necessity for many. Child care workers may be responsible for feeding and bathing children, overseeing play, and even helping older children with schoolwork.

They may be employed at schools (as afterschool or infant care workers), child care centers, in their own homes, or at the homes of the children for whom they care. Not everyone has access to child care, however. In our focus groups with residents of Greater Lawndale, participants described a lack of affordable and quality child care as an obstacle to securing healthy work.

Despite the crucial nature of their work, child care workers are not valued as much as others. They are among the country's lowest-paid workers, and rarely receive job-based benefits such as health insurance and pensions. Nationally, child care workers are 95.6% female, and are disproportionately workers of color.<sup>v</sup>



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## 7. The Church



Churches throughout Greater Lawndale are places where people not only go to deepen their faith but to build community and advocate for their rights. Stone Temple Baptist Church in North Lawndale supported the civil rights movement and was frequently visited by Martin Luther King Jr. during the Chicago Freedom Movement. Church groups in Greater Lawndale continue to be vehicles for social change. Saint Agatha Parish in North Lawndale, Saint Agnes of Bohemia Parish in Little Village, along with others have marched together many times to call for racial unity in the struggle against violence and police

brutality. “We often times call North Lawndale ‘the community of 1,000 churches,’” said Brenda Palms Barber, executive director of the North Lawndale Employment Network. “... That is a manifestation of a community struggling with challenges.”<sup>vi</sup>

## 8. The Community Garden

A community garden is a shared, semi-public space where people in the surrounding neighborhood share the work of harvesting and maintaining a garden space for growing fruits, vegetables, flowers or even livestock. Community gardens increase access to healthy foods, build community health, and provide a space for community members to relax and connect to their ancestral traditions. Greater Lawndale is home to a number of thriving community garden initiatives and they often work together to host collaborative events.



## 9. The Community Health Worker<sup>vii</sup>

Community health workers (CHWs) are public health workers who have a close understanding of the community they serve. This trusting relationship enables them to serve as a bridge between health services and the community to facilitate access to services and improve the quality of service delivery. CHWs also build community capacity by increasing health knowledge and self-sufficiency through outreach, community education, informal counseling, social support and advocacy.

Despite the important work CHWs perform every day, these workers are often exposed to health and safety hazards on the job including exposure to COVID-19, extreme temperatures and weather, as well as incidences of work-related violence. CHWs generally earn low wages with no health insurance or other benefits and lack job security. In 2003, the Illinois CHW Association (ILCHWA) was created by a group of health educators from the Chicago area to serve the interests of CHWs throughout Illinois. In 2014, CHW-sponsored legislation was signed by former Illinois Governor Pat Quinn, officially defining the roles of CHWs and identifying their core competencies and skills. The new law also established the Illinois CHW Advisory Board to examine certification, training, pay and job quality for CHWs.



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## 10. The Community Organizer

President Obama assumed leadership in the White House after working as a community organizer in Chicago, bringing to national attention the honorable work that community organizers do. Community organizing focuses on dismantling broken social systems, bringing about meaningful changes to peoples' lives, and building collective power with historically marginalized populations. They unite people around a common concern, ranging from preventing violence and reducing toxic wastes to fighting for workers' rights and creating community arts projects.

## 11. The Cook

Cooks work in varied kitchens ranging from cafeterias to fast food chains to high-end restaurants. This “back of the house” work typically includes preparing, seasoning, and cooking dishes as well as menu planning. Food preparation workers do everything but cook. Depending on their job, they might slice meat, brew coffee, peel vegetables, and clean work areas. Work in the “back of the house” of restaurants is characterized by high levels of stress, unpredictable and unstable hours and schedules, and generally much lower pay than “front of the house” workers such as servers and bartenders. Kitchen work is also sometimes dangerous, with cooks and food preparation workers exposed to smoke, toxic cleaning chemicals, grease and hot surface burns, cuts, and slips or falls on wet surfaces.



Restaurant Opportunities Center-Chicago is a member-driven local restaurant worker organization founded in 2009. They build power and voice for restaurant workers through policy and workplace organizing. With the disappearance of manufacturing jobs in Chicago, the service sector is becoming increasingly important, and within it, the restaurant industry, as the anchor of the City’s tourism and entertainment industry, is one of the fastest growing sectors of Chicago’s economy.



## 12. The Cooperative<sup>viii</sup>

Worker-owned cooperatives or co-ops are businesses that are owned and democratically operated by their workers. These types of businesses create healthy jobs and build community wealth. They are also vital to creating communities centered in equity and solidarity.

The majority of the worker cooperatives in Chicago are owned by Black, Indigenous, People of Color (BIPOC). Many co-op workers are from communities where they have difficulty finding work, or if they do have work, it is typically unstable and exploitative. In Chicago, some co-ops are centered around food and catering services, while others focus on areas like printing, manufacturing, cleaning, and holistic healthcare.

The Illinois Coalition for Cooperative Advancement came together as a coalition of stakeholders in the cooperative ecosystem with the purpose of creating more support for co-ops in Chicago. In 2019, they successfully advocated for the passage of the Illinois Limited Worker Cooperative Association Act (LWCAA).<sup>ix</sup> The LWCAA supports people who are already in worker co-ops in Chicago and also opens pathways for those who might want to pursue co-op businesses as an income-generating and wealth-building strategy.

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### 13. The Crossing Guard

Crossing guards help pedestrians safely cross the street and remind drivers to slow down and follow traffic laws. Typically, work as a crossing guard is part-time with low pay and no health insurance or other benefits. Crossing guards are often exposed to street violence, traffic accidents, and dangerous Chicago weather conditions.

For over 30 years, Jaime Seoane served as a crossing guard and advocate in Little Village, working closely with the city, authorities and church members to keep the area safe. In the late 1990s, he became a crossing guard, a second career for a dental technician born in Mexico. Before having back surgery in 2010, Seoane could move more quickly between the four corners of the intersection and stop more impatient drivers. He often stayed a little longer after his afternoon shift ended to wait for the older children heading home.<sup>x</sup>



### 14. The Day Laborer



Day laborers perform a variety of tasks that require physical labor on construction sites. Day laborers often congregate at informal hiring sites on street corners or in building material stores' parking lots, where they are hired for a range of jobs by homeowners and contractors. This type of hiring relationship means that day laborers often have little power on the job and are at serious risk for a number of workers' rights and health and safety violations. These include: low wages, no health insurance or other work-related benefits, variable schedules and hours, no job security, and rampant discrimination based on race, ethnicity, age, immigration status, and English-language proficiency. Day laborers also face exposure to toxic work chemicals and extreme

weather, little to no Personal Protective Equipment (PPE), and no access to bathroom and hand washing facilities.

Latino Union's Day Labor Program supports hundreds of construction and landscaping industry day laborers each year. At street corner hiring sites, such as the Home Depot parking lot on S. Cicero Avenue and 26th Street, outreach staff offer health and safety training, information about immigration rights, employment skills support, and education about preventing and reporting work accidents and wage theft. The Day Labor Program also offers drop-in services at the Albany Park Worker Center, a day laborer-run hiring hall and education center that offers job training and placement, English as a Second Language classes and construction skills training.

## 15. The Domestic Worker

Domestic workers care for families and clean homes. They perform a number of household activities such as sweeping, mopping, vacuuming, laundry, meal preparation and cleaning dishes.

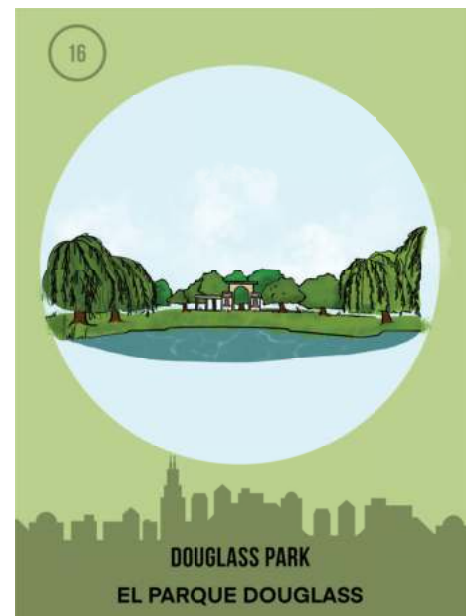


After a five-year campaign of training and organizing workers, faith leaders and allies, and educating legislators, the Illinois Domestic Workers' Bill of Rights Coalition won a Bill of Rights for domestic worker protections in Illinois! The law went into effect on January 1, 2017 and provides home cleaners, nannies, and care workers with basic employment protections including the Illinois minimum wage, at least 24 hours of rest in every calendar week, and freedom from sexual harassment. The victory made Illinois the seventh state in the country with domestic worker protections.

## 16. Douglass Park<sup>xi</sup>

Douglass Park is a 162 acre park located in North Lawndale. On November 18, 2020, after years of community organizing and pressure by youth from Village Leadership Academy in North Lawndale, the park was renamed from Stephen A. Douglas Park, the Civil War-era U.S. Senator, to Anna and Frederick Douglass Park, historical abolitionists.

Throughout their 44-year marriage, Anna provided support for Frederick's growing work as an orator, author and abolitionist, and maintained their household and raised their five children. Frederick Douglass would become one of the most famous orators of his time. He advocated for the abolition of slavery, the right to vote, and women's rights.





## 17. The Face Mask<sup>xii</sup>

Masks are now recognized as one of the most effective available tools to mitigate the spread of COVID-19. Wearing a mask at work doesn't mean you're weak, sick or afraid. It means you care about others around you and you don't want them to catch this terrible virus. The health of everyone in Greater Lawndale is connected.

## 18. The Factory Worker

Factory workers operate machinery to manufacture different products, which can vary depending on the industry. Factory workers are responsible for processing, sorting, and packing products, as well as operating the machines and monitoring the output to check its alignment with compliance standards. This job takes place in an industrial environment and is often shift-based with mandatory overtime.

Due to the nature of the work, factory workers must be able to stand for long hours at a time, perform repetitive tasks, limit bathroom visits, and withstand hot temperatures and exposure to chemical and biological agents. By outsourcing workload needs to temporary staffing agencies, local factories are able to keep wages low and offer no benefits or job security. Workers often face discrimination based on race or ethnicity, gender, age and immigration status when working in factories through temp agencies.



## 19. The Fast Food Worker

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Fast food cooks and counter workers are involved in a variety of food preparation, serving and cleaning tasks in fast food restaurants, cafeterias, food concession stands, and coffee shops.

Work in fast food establishments is often fast paced and kitchen injuries are widespread. Fast food workers can burn themselves, inhale cooking smoke and toxic chemicals, slip on wet floors, and can experience hostile behavior from customers, late-night violence, and robberies. They face unpredictable hours and work schedules, few employee benefits or health insurance, and no job security. During the COVID-19 pandemic, fast food workers have continued to serve their

communities, all the while making poverty wages, struggling to get Personal Protective Equipment (PPE), and often being denied sick pay.

Since 2012, fast food workers throughout Chicago and the U.S. have been organizing to earn higher wages and raise minimum pay for all workers. The Fight for 15 movement and fast food workers' constant pressure and work stoppages were vital for raising Chicago's minimum wage from \$8.25 to \$10 per hour in 2015. On July 1, 2021 the Chicago minimum wage finally increased to \$15 per hour.

## 20. The Greystone Building

Greystones are a style of residential buildings famously found in Chicago, Illinois, and especially throughout North Lawndale. In modern-day Chicago, there are roughly 30,000 greystones, usually built as semi- or fully detached townhouses.<sup>xiii</sup>

In 2006, the residents of Chicago's North Lawndale community joined forces with the city's Department of Housing and Neighborhood Housing Services of Chicago in a grassroots campaign to preserve their historic greystones and to plan, support, and guide the neighborhood's future growth and vitality. The organization they formed, the Historic Chicago Greystone Initiative, seeks to raise awareness of this historic residential building type.

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THE GREYSTONE BUILDING  
EL EDIFICIO DE LADRILLOS GRISES

## 21. The Grocery Worker



Grocery workers are an essential part of any community. From the butchers at the meat counter to the grocery workers who handle produce, grocery store workers and clerks perform a variety of tasks to keep families in Greater Lawndale fed. Despite their importance, some irresponsible employers have turned the grocery industry into a race to the bottom with low wages, lack of benefits and inadequate schedules. Real hourly wages of frontline grocery workers have decreased by nearly 7% over the last 25 years.<sup>xiv</sup> The United Food & Commercial Workers (UFCW) grocery clerk union represents 835,000 grocery store workers at major employers across Chicago and the U.S. Their members are fighting the worsening working conditions by organizing with workers to negotiate collectively for better wages and benefits.

## 22. The Hairstylist (*see also The Barber*)

Hair stylists specialize in the fashioning and treatment of hair. Hair stylist responsibilities include cleaning, cutting, and styling hair, as well as recommending hair styling products.

Like barbers, many hair stylists and salon workers are hired as as 1099 independent contractors when legally they should be employees. If a salon owner hires their stylists as “independent contractors” but has them working set hours, wearing uniforms, attending mandatory meetings or training sessions, has them on their payroll, and dictates to them how to do their job, they are very likely not independent contractors. Unlike employees, independent contractors are not eligible to collect worker’s compensation or unemployment, and they are not entitled to overtime, which means the salon owner can schedule someone to work a 65-hour week and send them home with little (or no) guaranteed base wages or overtime pay. Owners transfer these expenses to their workers to avoid taxes and legal wage obligations and protections.



## 23. The Home Care Aid

Home health and personal care aides assist the elderly, people recovering from illness or injury, or persons with disabilities, with their daily living activities. The essential work of home care aides helps keep people healthy and in their homes. Their job activities may include general housekeeping, preparing meals, running errands, as well as assisting patients with tasks such as exercising, eating, and bathing. These workers may be employed in a long-term care facility or at a person's home. This kind of job involves standing and walking for long periods of time, injuries because of heavy lifting, close contact to infectious diseases such as COVID-19, and long work hours with mandatory overtime.



Since 1983—when home care was a minimum-wage job with no benefits—home care workers have fought for and won living wages and healthcare for home care workers, protected quality home care from state budget cuts, and expanded home care to more consumers. More than 50,000 home care workers are united together as union members with SEIU Healthcare Illinois and Indiana.

## 24. The Hotel Housekeeper

A hotel housekeeper keeps rooms and other areas of a hotel clean every day. This work usually entails making beds, replacing used towels with new ones, vacuuming carpets, and cleaning and disinfecting bathrooms.

Hotel housekeepers have a 40% higher injury rate than all service sector workers. Of all hotel workers, housekeepers experience the highest injury rates. Each day, they may lift the corners of 100-pound mattresses, push heavy supply carts across carpeted floors, climb to clean high surfaces, or drop to their hands and knees to scrub floors.

Most of the time, hotel workers are not provided the proper Personal Protective Equipment (PPE). They may do these tasks dozens of times each day, taking a toll on their body, and may even face sexual harassment simply to earn their paycheck, often with no job benefits.<sup>xv</sup>

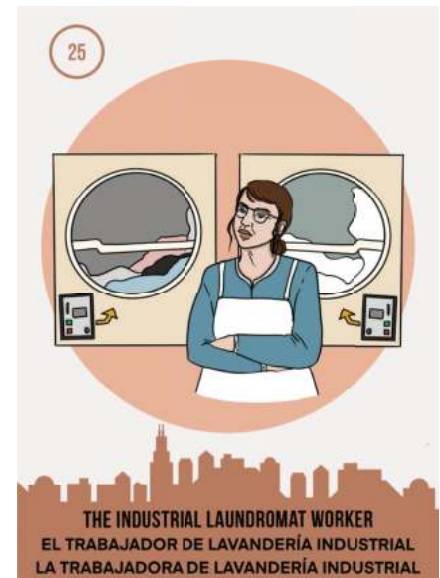
UNITE HERE Local 1 is a union of housekeepers, lunchroom attendants, cooks, bartenders, bellhops, servers, and dishwashers. They are predominantly women, immigrants, and people of color, representing more than 15,000 hospitality workers in Chicago and Northwest Indiana.





## 25. The Industrial Laundromat Worker

Laundry and dry-cleaning workers operate or tend to wash and dry-cleaning machines. They may work at laundromats, dry-cleaning stores, or industrial washing sites that provide laundry services to larger institutions like hotels and hospitals. Pressers press or shape articles of fabric to remove wrinkles or patch items using a hand iron or other steam or hydraulic machines. They may also hang, fold, and package finished items for delivery. Work in an industrial laundromat usually is associated with no benefits, low pay, stress, exposure to chemicals, high temperatures, long hours and variable work schedules.



In 2018, workers organized to fight against their stolen wages, dangerous conditions, and disrespectful treatment at an industrial laundry facility in the Greater Lawndale area. They teamed up with the organization Working Family Solidarity and an attorney to demand their rights, carry out protests, visit clients of the laundry facility, and file a federal lawsuit for wage violations. Due to campaign efforts, numerous workers recovered tens of thousands of dollars, wages were raised at the facility, and the company hired its first African American worker ever. When workers fight, they win!

## 26. The Janitor



Janitors keep buildings clean and orderly. Despite their essential work, many janitors have minimal Personal Protective Equipment (PPE) and are routinely exposed to contaminants and biological agents as well as toxic cleaning supplies. As compensation, janitors typically earn low pay with few to no benefits, on top of unpredictable work hours and schedules and no job security.

The Service Employees International Union (SEIU) Local 1 unites 50,000 working people throughout the Midwest including janitors, security officers, higher education faculty, school custodians, food service workers and

more. Local 1 is the founding SEIU local and was started in Chicago in 1904 by residential maintenance workers. Throughout this long history, their members have fought to raise and maintain standards for janitors, security officers and other property service workers.

## 27. La Villita Park



La Villita Park is a 21½ acre park. It occupies a former brownfield called Celotex, in reference to a former industrial complex that had polluted and degraded the site. Designated by the EPA as a Superfund site, the property went through remediation with the clean up process completed in 2009. The Chicago Park District acquired the site in 2012 and it opened as a park for the people in 2014.<sup>xvi</sup>

For years, the Little Village Environmental Justice Organization (LVEJO) advocated for cleaning up this site and converting it to a parkland. The Chicago Park District worked closely with LVEJO and residents of Little Village to develop plans for the new park. The park now has two artificial turf and three natural grass athletic fields, a skate park, basketball courts, community gardens, landscape areas, a large playground with a water spray feature, a picnic pavilion, comfort stations with concessions, a multi-use trail with fitness stations, and environmentally-friendly utilities.

## 28. The Landscaper



Landscapers and grounds maintenance workers ensure that the grounds of houses, businesses, and parks are orderly and healthy. They often trim, mow, or prune greenery; remove weeds and dead material; and nourish plants by mulching, aerating, fertilizing, and watering. Landscaping work can be very dangerous, as workers face electrical hazards, inhalation of fumes and toxic gardening chemicals, cuts and chemical burns, and prolonged exposure to loud noises. Landscapers are frequently hired as 1099 independent contractors or are paid under the table. This type of manual work is often rewarded with poor pay, no benefits, variable schedules with no guarantee of hours, and high levels of stress and fatigue.

## 29. The Mail Handler

A mail handler may work directly for the United States Postal Service (USPS) or for another company. A mail handler works on various tasks throughout the day, such as preparing mail, dumping mail, loading containers, moving equipment, and operating vehicles. In short, they prepare mail for delivery by mail carriers.

Sorting and handling mail can be very dangerous work. In 2018 alone, 23 employees died (almost double from 2017) on the job and 42,749 injury claims were approved.<sup>xvii</sup> Large, powerful machinery is used during the sorting process, and mail handlers are exposed to other job hazards such as dirty conditions, pests, mold, and workspaces in disrepair. Mail handlers are also required to stand for eight or more hours per day and their jobs can result in repetitive stress injuries. Unionized mail handlers, represented by the American Postal Workers' Union (APWU), are active in campaigns to educate their co-workers about workplace dangers and collectively demand a safe workplace. At the USPS, management has a legal and contractual obligation to provide a safe work environment.



## 30. The Meat Production Worker



Meat production workers are responsible for handling the machinery that processes animal-based meat. They ensure that all required meat cuts are appropriately managed and packed so they can be shipped to grocery stores. Meat production workers are typically employed by grocery stores, butcheries, ranches, or warehouses.

There are many serious safety and health hazards in the meatpacking industry. These hazards include exposure to high noise levels, dangerous equipment, slippery floors, musculoskeletal disorders, and hazardous chemicals (including ammonia that is used as a refrigerant). Musculoskeletal disorders comprise a

large part of these serious injuries and continue to be common among meat packers. In addition, meat packers can be exposed to biological hazards associated with handling live animals or exposures to feces and blood which can increase their risk for many diseases.

## 31. The Mechanic



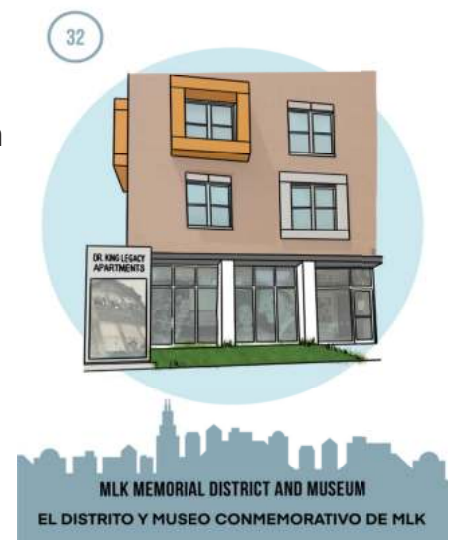
Mechanics or auto mechanics are responsible for inspecting and repairing vehicles and machinery. Mechanics oversee maintenance inspections, monitor inventory, assemble mechanical components, and perform repairs. They usually work in garages that are indoors with inadequate ventilation, resulting in exposure to fumes and loud noises. Most of the common ways in which auto shops violate Occupational Safety and Health Administration (OSHA) regulations is by not providing adequate safety equipment for the workers. Shops are required to have written plans and safety equipment to deal with the hazards that many employees are exposed to at work. For example, workers are supposed to use respirators when painting.

Mechanics are often paid a flat rate, where the employee gets a predetermined percentage of each flat rate job they complete, as opposed to a salary or an hourly rate. The flat rate system is meant to motivate employees to finish more jobs in a shorter amount of time in order to maximize their pay, but may unintentionally mean that quality is sacrificed for quantity, since quantity is rewarded under this system.

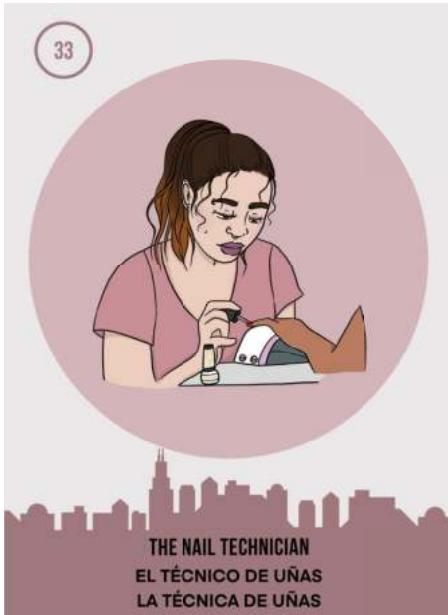
## 32. MLK Memorial District and Museum<sup>xviii</sup>

On January 26, 1966, Dr. Martin Luther King Jr. moved with his family to a third floor apartment at 1550 South Hamlin Avenue in North Lawndale. From North Lawndale, King launched what he called the “action phase” of his agenda. The Chicago campaign was focused on demonstrating racism as a national issue.

The brick building where Dr. King and his family resided in Chicago was damaged in the unrest that followed the civil rights leader’s assassination and was later demolished in the 1970’s. After some failed attempts at restoration to the area, the historic address of 1550 South Hamlin Avenue became one of approximately 2,000 vacant lots in the neighborhood. In 2006, plans were put in place by Lawndale Christian Development Corporation (LCDC) to turn the plot into an area worthy of Dr. King’s legacy. To further the community’s vision for sharing its rich history with the world, LCDC began development on the 4-acre site located at 16th and Hamlin, which would become the MLK Memorial District. The Dr. King Legacy Apartments, affordable rental units, and the MLK Fair Housing Exhibit Center are the first phase of the MLK District built to honor Dr. King’s work for fair housing.



### 33. The Nail Technician



Nail technicians or nail techs take care of hands and feet by cutting and shaping nails, maintaining nail beds, giving massages, and applying nail polish or acrylics. The process of designing and applying nail art is a highly creative and elaborate craft in which black women and femmes have played a continuing role in the cultural emergence of artificial nails.<sup>xix</sup> When it comes to ensuring health and safety, it is important for nail techs to sterilize their equipment and keep a sanitized station to prevent the spread of infections. Some nail techs work in Greater Lawndale beauty salons while others operate their businesses from their own homes. Those who work out of salons are sometimes hired as as 1099 independent contractors and many others

experience wage theft and other workers' rights violations. Nail techs are also exposed to numerous health and safety hazards at work such as inhalation of toxic fumes, exposure to skin diseases, cuts and scrapes, and chemical and hot wax burns.

### 34. The Nurse



An “RN”—short for registered nurse—treats patients, provides medical guidance, and offers emotional support to patients and their families. There are many nursing specialties, including critical care, addiction, oncology, neonatology, geriatrics, and pediatrics.

Some nurses who live in Greater Lawndale work in medical facilities and hospitals with union representation. Unions not only benefit nurses but also the healthcare system, as they result in increased productivity for the employer with better training, less turnover, and longer tenure of the workforce. The union bargains with the employer to ensure safe nurse-to-patient ratios which must be followed; otherwise, nurses can bring a grievance to their union representative.

## 35. The Original Sears Tower<sup>xx</sup>

The Sears, Roebuck and Company Complex in North Lawndale is where Sears conducted the bulk of its mail order operations between 1906 and 1993. It also served as the corporate headquarters center of the neighborhood and its main employer until the company moved its headquarters to downtown Chicago in 1969. Sears' growth continued through the 20th century, and by the 1960's it was the largest retailer in the world. In the 1950's, white residents had largely fled the neighborhood as the black population increased, a migration phenomenon known as "white flight". Consequently, by 1973, the company moved its corporate headquarters to the Sears Tower in the Loop, and in 1987 Sears permanently moved out of North Lawndale. As a result, jobs disappeared, other businesses closed, and North Lawndale's population decreased from its peak of 125,000 in 1960 to about 32,000 today.<sup>xxi xxii</sup>

Of its original 40-acre complex, only three buildings now survive, and have been rehabilitated to other uses, such as schools, affordable housing, and community programming offices. The redevelopment plans continue under the Foundation for Homan Square, a non-profit organization.



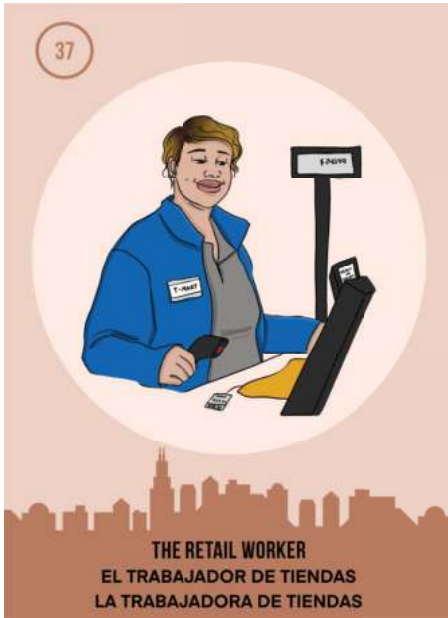
## 36. The Pink Line

The Chicago Transit Authority (CTA) Pink Line stops at California, Kedzie, and Central Park along Greater Lawndale. It is used by many workers in Greater Lawndale to get around the city as well as to and from work.

In our Greater Lawndale Healthy Work Community Health Survey where we surveyed 479 residents of Greater Lawndale, about 23% of survey respondents who reported working in the city or suburbs used public transportation to get to and from work. Many survey respondents also reported that having a car, as well as better, safer, and more affordable transportation would improve people's chances of finding and keeping healthy work.<sup>xxiii</sup>



## 37. The Retail Worker



Retail workers serve customers by helping them select and purchase products. This work is rewarded with minimum wages, unaffordable benefits, and unpredictable work hours and schedules. Retail workers also spend long periods at work in one position and face heightened harassment and discrimination from customers.

For retail workers employed in Chicago, the Fair Workweek Ordinance requires employers to provide workers with predictable work schedules and compensation for changes. Employees are covered by the ordinance if they work in one of seven industries

(Building Services, Healthcare, Hotels, Manufacturing, Restaurants, Retail, and Warehouse Services), make less than \$26/hour or \$50,000/year, and the employer has at least 100 employees globally. Importantly, retail and other covered employees are given: 10 days advance notice of work schedule; right to decline previously unscheduled hours; 1 hour of Predictability Pay for any shift change within 10 days; and the right to rest by declining work hours less than 10 hours after the end of previous day's shift.

## 38. The Ride Share Driver

Rideshare drivers or “gig” workers are also called 1099 independent contractors and as such are not protected under U.S. workers’ rights laws. More than 114,000 people in the Chicago area work as rideshare drivers and 12,000 as taxi drivers. Tens of thousands of others work for app-based delivery services.

Rideshare drivers face unstable hours and pay, no benefits, exposure to COVID-19, workplace harassment and violence, limited bathroom breaks, and long periods of sitting. In early 2021, Chicago gig workers joined with the nation’s largest organization of rideshare drivers to launch a Chicago branch of the Independent Drivers Guild (IDG), a drivers’ rights organization affiliated with the Machinists Union. IDG-Chicago aims to empower Chicago gig workers and advocate for rights, protections and benefits for the tens of thousands of drivers who keep Chicago moving.



## 39. Route 66<sup>xxiv</sup>



Painted on panels and mounted on Douglass Park's maintenance building, a mural celebrates the history of Route 66 and its connection with Chicago and the park. Established in 1926, Route 66 served as the nation's first highway that extended between Chicago and Santa Monica, California. The oldest sections of Route 66 follows the Pontiac Trail, a trading route used by Native Americans and trappers.

The mural incorporates a map of Douglass Park, road signs, cars, a blues musician and Mariachi dancers. Created by students, this mural was produced between the Chicago Park District, Chicago Public Schools, and the Lawndale Theater and Visual Arts Experience.

## 40. The Scrap Metal Collector

The scrap metal collector or scrapper is an individual who finds recyclable or reusable material and then typically sells it to a larger recycling business. This type of self-employment typically requires the scrapper to have a cart, pickup truck or industrial trailer for picking up unwanted scrap metal from small businesses or residential locations. Other equipment required often includes straps or nets to secure cargo, cutters, magnets, grinding wheels, gloves, buckets for sorting smaller items, and perhaps a winch for larger items. This kind of informal work is common in Greater Lawndale where formal work may be difficult to find.





## 41. The Skilled Tradesperson



Skilled trades include plumbing, welding, electrical work, carpentry, heating, ventilation and air conditioning installation and repair, solar panel or wind turbine installation, and some manufacturing jobs. The duties of skilled tradespersons are to build, repair, or maintain machinery. Any job that requires advanced training but not a college degree is usually considered a skilled trade. Preparation for these careers comes from a mix of practical experience and an apprenticeship under a skilled tradesperson. For example, a pipefitter may spend several years learning the trade under another pipefitter at a manufacturing plant.

In recent years, Chicagoland construction trades unions have expanded their efforts to increase apprenticeship opportunities among Black, Indigenous, People of Color (BIPOC) and women - two groups of workers that historically were excluded from union apprenticeships.

## 42. The Street Vendor

Throughout Greater Lawndale, one can see street vendors selling a variety of products including: ice cream and popsicles, tamales, corn on the cob, fresh fruit, water bottles, balloons, toys, and clothes. Based on a recent health assessment street vendors face many safety concerns, including severe weather, neighborhood violence, and harassment from police and Immigration and Customs Enforcement (ICE).<sup>xv</sup> The work is very dependent on the weather and foot traffic, thus the vendors' work hours and pay are unstable. Vendors also have limited access to restrooms and hand washing facilities.



The Street Vendors Association of Chicago (SVAC) fights for an inclusive economy by organizing street vendors to build political and economic power without fear of police harassment, excessive fines, and discrimination. In 2015, the SVAC led the campaign to push Chicago's City Council to legalize street vending.

43



THE TAILOR  
EL SASTRE  
LA SASTRE

## 43. The Tailor

A tailor can have a few different job titles, including dressmaker and hand sewer. Tailors design, alter, and repair articles of clothing. Most work in small to mid-sized shops, but some work for fashion designers or clothing manufacturers. Workers involved in sewing activities may be at risk of developing musculoskeletal disorders.

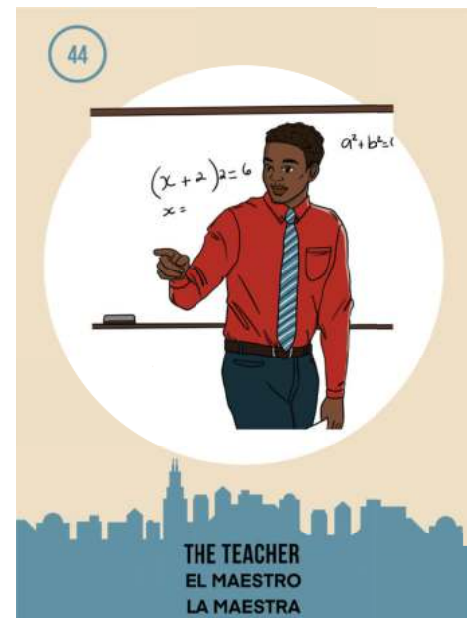
Like all U.S. workers, tailors have the right to working conditions that do not pose a risk of serious harm, as well as information and training (in a language and vocabulary the worker understands) about any

workplace hazards and ways to prevent them. They also can exercise their rights under the law without retaliation, including reporting an injury or raising health and safety concerns with their employer or Occupational Safety and Health Administration (OSHA).

## 44. The Teacher

Teachers plan, prepare and deliver lesson plans and instructional materials that facilitate active learning and inspire school-aged children. Tragically, this vital job is characterized by long hours, stress, insufficient materials, lack of institutional support, excessive workloads, and large class sizes.

The Chicago Teachers Union (CTU) represents more than 25,000 dedicated public school teachers, paraprofessional and school-related personnel, and school clinicians. CTU is Local 1 of the American Federation of Teachers for some very important reasons. Their struggle as a collective voice for workers began in the late 19th century, when the all-female Chicago Teachers Federation fought to improve pay, benefits, and working conditions for female teachers who earned much less than men. In 2010, CTU members elected a new leadership and collectively spoke loudly against the growth in charter schools, privatization, school closings, racial disparities in school resources, and over-testing. CTU's first strike in 25 years took place in 2012 and, with massive community and parental support, they continue to fight for our city and schools we all deserve.



THE TEACHER  
EL MAESTRO  
LA MAESTRA

## 45. The Temp Worker

Temporary work agencies or temp agencies connect job-seekers with companies for one-time or ongoing shifts (also known as “perma-temps”). Rampant discrimination in hiring through temp agencies enables companies to create segregated workplaces, which makes organizing efforts for better pay and conditions more difficult. Since temp agencies assume the workers’ compensation responsibilities for worker injuries, “temp’ed-out” companies have little financial incentive to invest in occupational safety measures.



Temp workers are more likely to be injured on the job compared to direct hires working in the same industries. Five of the top 10 Illinois employers with the most employee amputations are temp staffing agencies. Over half of temp jobs nationwide work in the most hazardous industries: manufacturing, transportation and material handling, construction, and health care.

Little Village is currently home to six temp agencies. A 2020 survey of temp workers conducted by the worker center Chicago Workers Collaborative found that more than half of surveyed temp workers felt unsafe in their workplaces during the COVID-19 pandemic, and over 40% of workers reported no safety training from their staffing agency or employer. Many workers noted safety measures were not adopted until May or June of 2020, and about 65% of workers reported receiving Personal Protective Equipment (PPE), but many respondents noted it was inadequate and some supervisors harassed employees who used PPE.<sup>xxvi</sup> In our Greater Lawndale Healthy Work Community Health Survey where we surveyed 479 residents of Greater Lawndale, a third of survey respondents got at least 50% or more of their work hours from temp agencies.<sup>xxvii</sup>

## 46. The Tire Technician



Tire technicians repair, install, and balance tires on passenger and commercial vehicles. They mostly work for repair shops, tire stores, and dealerships.

Tire repair work involves hazards, risks or discomforts typical of working with or around machinery with exposed moving parts, irritant chemicals, heavy equipment, or abusive or hostile behavior from customers. Often times, tire technicians are exposed to inclement weather conditions and extreme levels of temperature, ventilation, lighting and sound. Protective clothing or gear and specific safety standards or procedures are required as serious injury is possible.

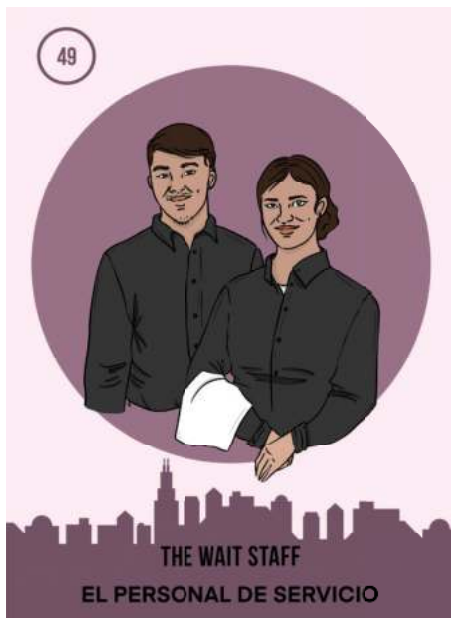
## 47. The Tortilla Factory Worker

Tortilla factory workers operate and maintain tortilla making machines, conveyor belts, mixers and fryers. In addition to manufacturing tortillas, they also package tortillas and stack items like tortilla chips and tostadas. Rudy Lozano, who attended Harrison High School (now Maria Saucedo Scholastic Academy on West 24th Boulevard and South California Avenue) was an activist and organizer with the International Ladies' Garment Workers Union and with tortilla factory workers throughout Chicago. Lozano was key in organizing a multiracial coalition behind progressive visionary Harold Washington's successful campaign for mayor. On June 8th, 1983, Lozano was murdered in his Chicago home, and many believe there was a political motive behind his assassination. Rudy's legacy continues to live on long after his passing through his family and friends.



## 48. The Union<sup>xxviii</sup>

Unions are groups of individuals coming together to improve the daily conditions they face at work or in their communities. Union members democratically elect their leaders who are then responsible for advocating for all the members. Labor unions allow workers to guarantee the things that are most important to them such as decent wages, affordable health care, job security, safe and respectful workplaces, and fair scheduling. In our Greater Lawndale Healthy Work Community Health Survey where we surveyed 479 residents of Greater Lawndale, about 82% of survey respondents were not members of a union and 73% of respondents did not have the opportunity to join a union.<sup>xxix</sup>



## 49. The Wait Staff

A majority of bussers and servers earn low pay due to the sub-minimum wages restaurant owners are allowed to pay them in combination with customer tips. The sub-minimum wage system can trace its roots to exclusions made during passage of legislation in the 1930s. In order to secure the votes needed to pass the Fair Labor Standards Act of 1938, President Roosevelt caved to the demands of racist legislators by allowing tipped workers to be paid subminimum wages and for domestic and farm workers to be excluded entirely from the law's protections.

A recent survey of restaurant workers in Illinois found: 53% reported at least one or more of their co-workers had contracted COVID-19; 91% of workers reported tips had declined during the pandemic, with 78% percent saying tips are down by at least half; and 74% reported experiencing or witnessing hostile behavior from customers in response to staff enforcing COVID-19 safety protocols.<sup>xxx</sup>

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**THE WAREHOUSE WORKER**  
**EL TRABAJADOR DE ALMACÉN**  
**LA TRABAJADORA DE ALMACÉN**

Workers at many large Chicago warehouses owned by Sears Roebuck, Montgomery Ward, Spiegel and many others waged years of struggle for decent wages and working conditions. Because of their organizing efforts, these jobs paid enough to support families. A large number of these warehouse jobs were unionized and offered decent benefits and pensions.

As supply chains became global these jobs worsened. The U.S.'s largest big box retailers sought to minimize their costs and maximize their profits and found new ways to reduce the wages and benefits of their employees. Permanent jobs became low-wage, outsourced temp jobs. Work schedules and hours became unpredictable. Benefits like paid leave became non-existent. Discrimination and safety violations soared. Tens of thousands of warehouse workers nationwide have been sickened or died from COVID-19.

Growth in the warehousing industry has been met with sharp criticism and opposition from many residents of Greater Lawndale who feel their neighborhood is already inundated by diesel trucks and precarious work. Plans are currently underway to create a 1-million-square-foot warehouse and distribution center at the former Crawford Power Plant in Little Village at 3501 S. Pulaski Road.

## 51. Washburne Technical Trade School<sup>xxxii</sup>

51



Education can prepare people for healthy work situations. Washburne Technical Trade School or Washburne Tech opened in 1919 on West 14th Street near Union Avenue. In the beginning, the school offered carpentry and electrical engineering, but with the backing of various labor unions, Washburne Tech was able to expand and eventually became the school for vocational education citywide.

As the demand for vocational education grew, Washburne Tech eventually moved to an 11 acres area at West 31st Street and South Kedzie Avenue. In 1994, Washburne Tech reopened under the City Colleges of Chicago system, moving once again in 1996 to the South Shore Cultural Center, where to this day classes are still being taught.

Washburne Tech's demise is believed to be tied to desegregation of the student body in the mid to late-1960's. Prior to that point, the students were primarily white with 17 unions providing training at the school. By 1978, the number of union partners had dropped to eight and eventually just two remained at the time of the school's closure in 1995. The building on 31st and Kedzie remained vacant after the school closed and became a source for weeds and graffiti. After a fire occurred in February 2009, a decision was made to demolish the school later that year.

## 52. The Worker Center

Worker centers are non-profit, community-based organizations that offer support to low-wage workers who are not part of a union or are excluded from federal labor laws. They lead campaigns for improving wages and working conditions, provide legal support for wage and hour claims, as well as invest in leadership development and education.

Chicago Community and Workers' Rights (CCWR) is an organization located in Little Village that is led by workers for workers, regardless of immigration status, dedicated to educating, building leadership, and gathering resources in order to develop organizing tools and collective strategies of resistance against labor rights abuses.

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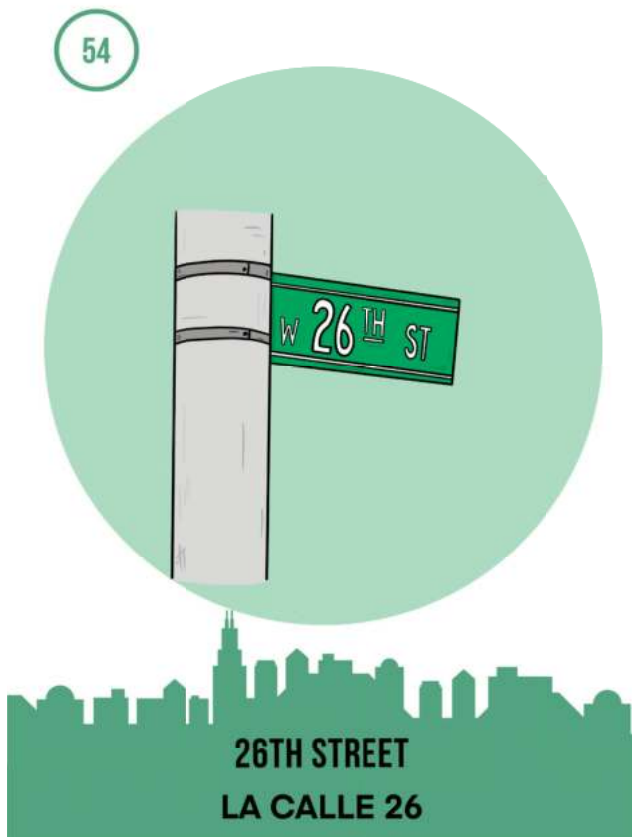


## 53. The Youth Worker

Youth workers are often youth or young adults who engage with their peers for social, economic, and environmental justice. They help youth cultivate a positive identity and build collective power for social change. Free Spirit Media and Yollocalli Arts Reach are two youth-based organizations in Greater Lawndale that offer free arts, culture and media literacy programming to youth and young adults.



## 54. 26th Street



According to the Little Village Chamber of Commerce, Little Village has more than 1,800 businesses. Approximately 500 of those businesses are along a two-mile stretch of 26th Street, mostly between Kedzie and Kostner avenues. Local media have dubbed the area the “Mexican Magnificent Mile.” 26th Street is not only one of the busiest shopping districts in the city after the Magnificent Mile, but also in the Midwest, with \$900 million in sales annually.<sup>xxxiv</sup> It has dozens of restaurants as well as small businesses, with everything from barber shops to bakeries and specialty grocery stores.



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# Glossary

## **Community Based Participatory Research (CBPR)**

Research approach in which an equitable, collaborative, and reciprocal partnership between academic and community researchers is established.

*Collaboratory for Health Justice. (2020). Glossary on Community Engagement and Health Equity (Version 1). University of Illinois at Chicago. <https://doi.org/10.25417/uic.13157666.v1>*

## **Gig Worker**

Many definitions of gig workers include people in temporary jobs, independent contractors, on-call workers, and day laborers. Although there is no specific definition, researchers have expressed a need for more data on this type of work as evidence suggests a sharp rise in the number of these workers in recent years.

*C.P.S. Staff. (2018, September 28). Electronically mediated work: new questions in the Contingent Worker Supplement: Monthly Labor Review: U.S. Bureau of Labor Statistics. U.S. Bureau of Labor Statistics. <https://www.bls.gov/opub/mlr/2018/article/electronically-mediated-work-new-questions-in-the-contingent-worker-supplement.htm>*

## **Healthy Equity**

When a person has the opportunity to “attain their full health potential.”

Inequities occur as a consequence of differences in opportunity which result, for example, in unequal access to health services, to nutritious food, adequate housing and so on.

*Center for Disease Control and Prevention. (2020). Health Equity | CDC. <https://www.cdc.gov/chronicdisease/healthequity/index.htm>*

*World Health Organization. (1998). Health Promotion Glossary. Geneva. <https://www.who.int/healthpromotion> <https://www.who.int/healthpromotion/about/HPR%20Glossary%201998.pdf?ua=1>*

## **Healthy Work**

Productive employment with opportunities for growth, a living wage, benefits, job security, health and safety protections, respectful treatment, and representation and communication between workers and their employers.

*Velonis, A; Hebert-Beirne, J; Conroy, L.; Hernandez, M; Castaneda, D; Forst, L. (2020) Impact of precarious work on neighborhood health: Concept mapping by a community-academic partnership. University of Illinois Chicago; Chicago, IL.*

## **Informal Work / Informal Economy**

Equity And Transformation (EAT) and Nik Theodore define the informal economy as the diversified set of economic activities, enterprises, jobs, and workers that are not regulated or protected by the state.

It has also been defined as non-standard, atypical, alternative, irregular, and precarious employment.

Some examples of informal work include being paid in cash and not reported to the government or IRS; and work that does not provide social security benefits, unemployment compensation, or other employer-related benefits.

*Theodore, Nik (2021) Survival Economies: Black Informality in Chicago. Chicago: Equity and Transformation.*

*Husmanns, R. (2004). Defining and Measuring Informal Employment. ILO. <https://www.ilo.org/public/english/bureau/stat/download/papers/meas.pdf>*

## **Independent Contractor**

A self-employed person contracted to perform work for, or provide services to, a business. The independent contractor is not an employee of the business and must pay their own Social Security and Medicare taxes.

Independent contractors usually perform services in which they control what will be done and how it will be done.

*Internal Revenue Service (IRS). (2021, April). Independent Contractor Defined. <https://www.irs.gov/businesses/small-businesses-self-employed/independent-contractor-defined>*

## **OSHA**

The Occupational Safety and Health Administration (OSHA) was established by Congress along with the Occupational Safety and Health Act of 1970 in order to ensure safe and healthful working conditions for workers by setting and enforcing standards by providing training, outreach, education and assistance.

*Occupational Safety and Health Administration. (n.d.). About OSHA | OSHA. <https://www.osha.gov/aboutosha>*

## **Personal Protective Equipment (PPE)**

Personal protective equipment, commonly referred to as “PPE”, is equipment worn to minimize exposure to a variety of hazards. Examples of PPE include such items as gloves, foot and eye protection, protective hearing devices (earplugs, muffs) hard hats, respirators and full body suits.

*U.S. Department of Labor & Occupational Safety and Health Administration. (2004). Personal Protective Equipment. OSHA. <https://www.osha.gov/sites/default/files/publications/osha3151.pdf>*

## **Precarious Work**

Precarious work is often characterized as insecure, unstable and uncertain, lacking flexibility, no control over hours and schedules, limited social benefits (health insurance, retirement benefits), little opportunity for advancement, low wages, exposure to dangerous and hazardous conditions, and little protection against discrimination and exploitation.

*Greater Lawndale Healthy Work Project (2019). Our Work Affect's Our Community's Health. [Infographic]. Our Research. [https://healthywork.uic.edu/wp-content/uploads/sites/452/2020/02/UIC-HealthyWork\\_IG1\\_DES\\_08-1-19\\_V4.pdf](https://healthywork.uic.edu/wp-content/uploads/sites/452/2020/02/UIC-HealthyWork_IG1_DES_08-1-19_V4.pdf)*

## **Worker Misclassification**

When employers intentionally misclassify their workers as independent contractors rather than full employees in order to reduce labor costs and avoid paying state and federal taxes.

*Department for Professional Employees. (2016). The Misclassification of Employees as Independent Contractors – Department for Professional Employees. AFL-CIO. [https://www.dpeaflcio.org/factsheets/misclassification-of-employees-as-independent-contractors#\\_edn2](https://www.dpeaflcio.org/factsheets/misclassification-of-employees-as-independent-contractors#_edn2)*



