



# CLOCKING-IN

MAKING WORK THAT WORKS FOR ALL OF US

## USER GUIDE

*An Interactive Multimedia tool that highlights racial and gender inequities in the restaurant, retail, and domestic industries*

### WEBSITE INCLUDES

- **Real-life, interactive scenarios** that address industry specific issues with resources such as labor rights, advocacy organizations, workplace justice campaigns, and historic organizing models
- **National Data** and colorful graphics highlighting race and gender disparities by income, poverty, and occupation by industry
- Cross-industry **Solutions** and **Action Resources** for workers, consumers and advocates

CREATED BY

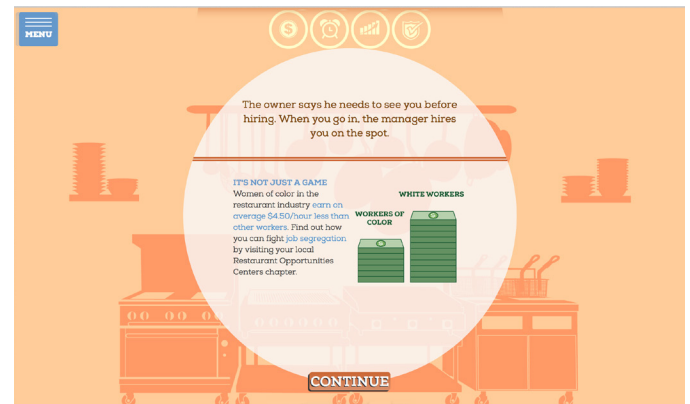
**race forward!**  
THE CENTER FOR RACIAL JUSTICE INNOVATION

# RESTAURANT

*"Clocking-In turns years of ROC's research into a visually engaging and informative experience that we hope will help folks understand how discrimination rears its head throughout the restaurant industry, and ultimately empower restaurant workers to take action, speak up for fair treatment, and reach out to supportive organizations."*

Ariel Jacobson

**Restaurant Opportunities Centers (ROC) United**



## Key Issues

- Sub-minimum wage for tipped workers
- Sexual harassment of tipped workers
- Lack of benefits including health care and paid sick days
- Racial and gender discrimination in hiring and promotions to front of house positions

## Highlighted Solutions

- One fair wage for all restaurant workers
- Worker's Bills of Rights in all 50 States
- Remove barriers to unionization
- Consumer engagement strategy, including ROC Diners Guide and direct employer advocacy

## Ideas for How to Use Clocking-In at Your Organization

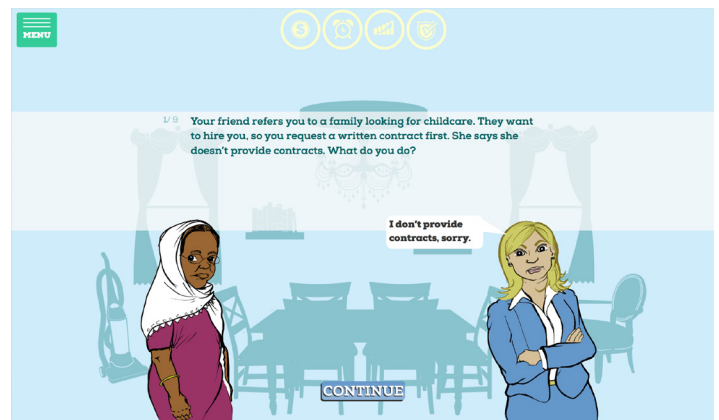
- Add a highly interactive, digital aspect to member meetings including orientations and leadership development trainings
- Tool to catalyze discussions on race and gender discrimination in restaurant work
- User guide for member leaders on how to advocate for their rights and build solidarity in the workplace
- Enhance presentations using national statistics and graphics on race and gender disparities across positions in the restaurant industry

# DOMESTIC

*"Clocking-In is an important tool that shows how millions of domestic workers, mostly women of color and immigrant women, are vulnerable to abuse and exploitation. It also chronicles what can happen when workers come together to change their conditions. In a world increasingly dependent on technology, this is a tool that workers can use to empower themselves to advocate on their own behalf."*

Alicia Garza

**National Domestic Workers Alliance (NDWA)**



## Issues

- Unprotected worker status (lack of contracts, overtime protections, benefits etc.)
- Exploitation of immigration status and language barriers
- Lack of benefits (sick days, health insurance, vacation etc.)
- Sexual harassment by employers

## Highlighted Solutions

- Enact Domestic Worker Bills of Rights in all 50 states
- Employer engagement campaigns
- Pass Comprehensive Immigration Reform
- Establish grievance policies that protect workers of color and women from harassment

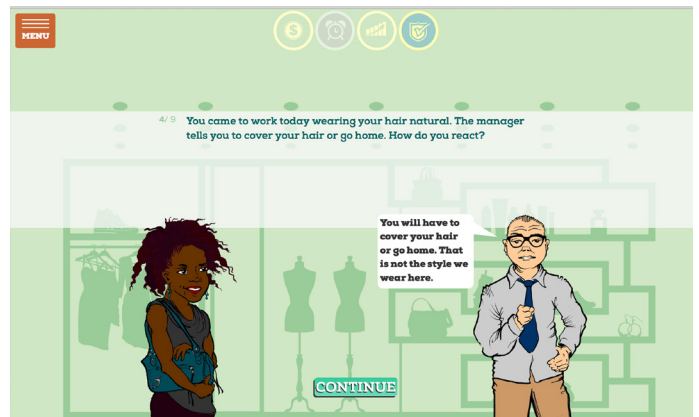
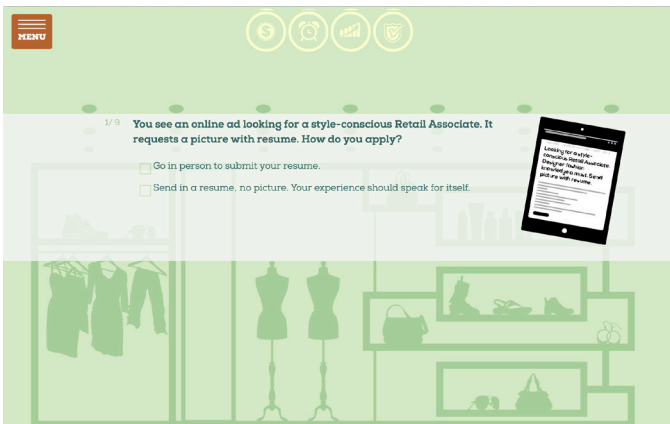
## Ideas for How to Use Clocking-In at Your Organization

- Add a highly interactive, digital supplement to member orientation and leadership development meetings (included content: victories in the movement, current campaigns, workers rights, bill of rights models, race and gender impacts)
- Enhance presentations using national statistics and graphics that highlight the history of race and gender disparities in the domestic industry
- Build domestic employers' awareness of race and gender disparities in the industry and ways to join the movement

# RETAIL

*"The Retail Action Project is proud to partner with Race Forward on this groundbreaking initiative that will educate and agitate communities around the multiple forms of discrimination that retail workers face on the shop floor and beyond. By combining workers' voices, data analysis, and concrete action plans, Clocking-In provides unique means of engaging worker and ally audiences in the struggle for justice in the retail industry."*

**Darrah Sipe**  
**Retail Action Project (RAP)**



## Issues

- On-call, part time and erratic scheduling
- Racial and gender discrimination, especially for transgender workers, in hiring and promotions
- Lack of benefits (sick days, health insurance, etc)
- Employer provided health-care benefits

## Highlighted Solutions

- Just scheduling policies
- Raise the minimum wage
- Employer provided health-care benefits
- Paid sick days
- Pass and enforce protections based on gender identity or expression using model transgender employment policies

## Ideas for How to Use Clocking-In at Your Organization

- Add a highly interactive, digital supplement to orientation and leadership development meetings (included content: victories in the movement, retail workers rights, current retail justice campaigns)
- Tool for political education on race and gender disparities in the industry
- Educate consumers about discrimination in the retail industry and how they can support
- User guide for member leaders on how to enforce their rights and build solidarity