



2ND ANNUAL | 2023-2024

Impact Report



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FOUNDATION

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



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A Message from Our Interim CEO



It has been a remarkable period in which our staff has worked tirelessly to push initiatives over the finish line and in which we are witnessing the flourishing of our work.

In December 2023, our longtime CEO, Diana Tellefson-Torres, embarked on a sabbatical and I stepped into the role of Interim CEO, bringing my 17 years of experience at the UFW Foundation. It has been a momentous time and as we enter our 18th year of serving farm workers and immigrants, I am enjoying a moment of reflection on the significant accomplishments we have achieved this past year. It has been a remarkable period in which our staff has worked tirelessly to push initiatives over the finish line and in which we are witnessing the flourishing of our work.

We started the year by kicking off the U.S. Department of Agriculture Farm and Food Workers Relief (FFWR) program, a federal grant program we advocated for, which awarded approximately \$670 million to 14 nonprofit organizations and one tribal entity, to issue one-time, \$600 relief payments to eligible farm and food workers who were negatively affected by the COVID-19 pandemic. The UFW Foundation has distributed nearly \$52 million in financial assistance for farm and food workers nationwide plus three territories, with \$22 million left to distribute.

This period has been a critical time in our advocacy for serious changes to the H-2A Temporary Guest Workers Program, as the Departments of Labor and Homeland Security proposed new rules for the program that have profound effects on the security, safety and dignity of farm workers. The new regulations focus on hiring practices, intimidation from employers, and wage theft. The UFW Foundation submitted dozens of testimonies during the public comment period and was instrumental in getting the new regulations passed. We are also basking in the light of the proposal by OSHA of a national heat standard for outdoor workers – an effort we have worked on for many years.

In addition to these major advancements, UFW Foundation has advocated for smoke rules for outdoor workers, legalization, the continuation and expansion of DACA, and other types of immigration relief, such as family petitions, Uvisas, and naturalization. Our immigration services are second-to-none, helping thousands of people gain a clear understanding on the laws and processes that will lead them to residency and ultimately citizenship.

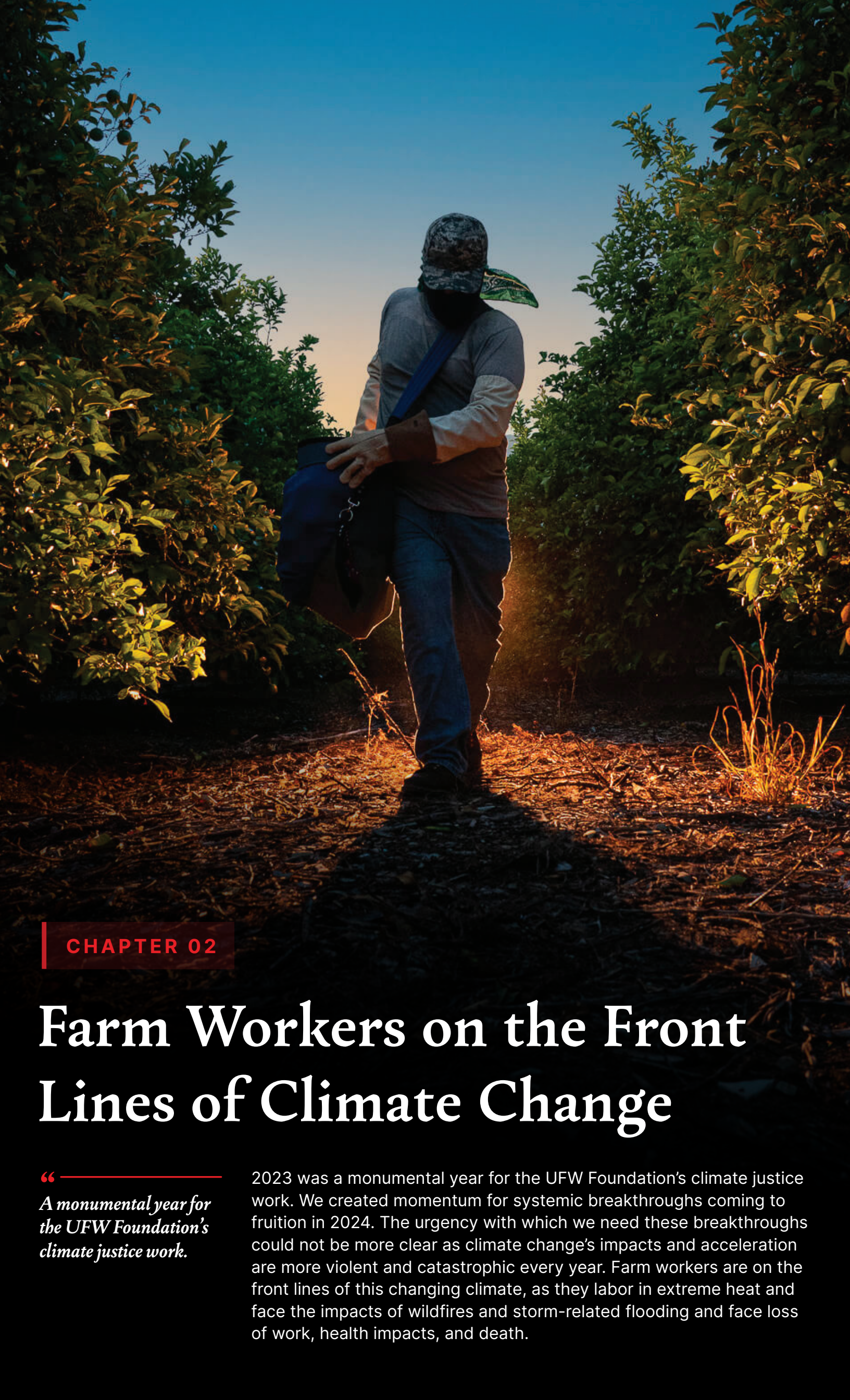
This time has also been a season when we have reached and impacted millions of people with strategic communications campaigns. I am especially proud of Farm Worker Voices, a video series we produced spotlighting the impact of climate change on farm workers. The five-part, one-minute episode docuseries highlights the stories of farm workers who are directly affected by climate change impacts, giving first-hand perspectives on the challenges farm workers confront and the resiliency they demonstrate in the face of adversity.

With so much to be grateful for, I would like to thank each and every one of our staff, volunteers, interns and fellows for all their hard work and commitment towards the farm worker movement. These dedicated individuals are pushing our movement forward and bringing new energy and ideas to help farm workers and immigrants gain the rights they deserve. I would also like to thank our donors, for without you, none of the advancements we have made over the past year would have been possible. You give us the fuel we need to keep advancing forward on this path.

I look forward to our next year with renewed hope that we can provide better life opportunities to farm workers and immigrants all over the country.

Erica Lomeli Corcoran

Erica Lomeli Corcoran
Interim Chief Executive Officer



CHAPTER 02

Farm Workers on the Front Lines of Climate Change

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A monumental year for the UFW Foundation's climate justice work.

2023 was a monumental year for the UFW Foundation's climate justice work. We created momentum for systemic breakthroughs coming to fruition in 2024. The urgency with which we need these breakthroughs could not be more clear as climate change's impacts and acceleration are more violent and catastrophic every year. Farm workers are on the front lines of this changing climate, as they labor in extreme heat and face the impacts of wildfires and storm-related flooding and face loss of work, health impacts, and death.



“
Celebrating this win with tremendous gratitude and jubilation.

● **2023**

We partnered with farm workers and U.S. Members of Congress to continue to advocate for a federal heat stress standard.

★ **July 2, 2024**

The U.S. Department of Labor, Occupational Safety and Health Administration, released a proposed national heat stress standard.

Climate Justice

The UFW Foundation continues to make great strides to advance climate justice with policy change, climate resilience planning, data collection and production, and strategic media campaigns. We have successfully helped to pass state heat standards for the workplace in California, Washington and Oregon. With Colorado and Minnesota also having heat standards, that makes a grand total of only five states in the nation with heat protections. In 2023, the UFW Foundation partnered with farm workers and U.S. Members of Congress to continue to advocate for a federal heat stress standard. Thousands of farm workers shared their testimonies of watching colleagues die, of suffering in the heat, and of lack of protections from employers with senators and representatives from states throughout the country.

And it has paid off: the U.S. Department of Labor, Occupational Safety and Health Administration, under the Biden-Harris Administration, released a proposed national heat stress standard on July 2, 2024, which will require workers across the country to have access to clean drinking water, shaded and/or indoor rest areas, the right to take regular rest breaks, while requiring employers to educate and train workers as to these rights, in addition to implementing a climate acclimatization plan for workers so they know how to identify, respond to, and properly manage heat-related health impacts. We are celebrating this win with tremendous gratitude and jubilation.

“
Making our farm worker communities more resilient.

A Burgeoning Solution: Climate Resilience Hub

Our work toward climate justice also focuses on making our farm worker communities more resilient. This year, we are making plans to create a Climate Resilience Hub – a burgeoning solution – in Ventura County, CA which will establish resources, protocols, and critical connections with others to support farm workers when a climate disaster strikes. This hub will take special care to include women’s health, childcare, and women’s social/personal/interpersonal needs during emergencies and will function as a model that we can scale elsewhere.

“
UFW Foundation’s heat maps will help fill a need for clear data on the intersection of heat, health, and socio-economic factors in rural areas.

Developing Data-Rich Rural Heat Maps

To support our work and the critical climate and health work others are doing, the UFW Foundation created a data initiative several years ago aimed at supporting strategic, data-driven decisions and plans. Born out of this initiative is a heat map that shows real-time heat conditions in agricultural areas throughout the country. We will be adding socio-economic and labor-related information to the map, to inform climate justice efforts, policies, and funding decisions while providing a framework for research. Demonstrating this data and making it accessible and easy to understand can impact policy change and support funding decisions benefitting farm workers. The UFW Foundation’s heat maps will help fill a need for clear data on the intersection of heat, health, and socio-economic factors in rural areas.

Farm Workers on the Front Lines of Climate Change

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Giving a platform to farm workers to tell their stories so that the world can see and hear them.

Raising the Visibility of Farm Workers

The UFW Foundation's communications team plays a vital role in advancing the UFW Foundation's climate work, giving a platform to farm workers to tell their stories so that the world can see and hear them. Farm workers have one of the most important jobs in the world – they feed all of us – and yet, they often live in the shadows, invisible in mainstream culture. Our media and social media stories have raised the visibility of farm workers and called attention to the harsh climate impacts they face. Sharing these stories with the public helps people understand the entirety of the situation and that helps us gain traction for our efforts. In 2023, the communications team developed a climate change docuseries, *Farm Worker Voices* (farmworkervoices.org), released on Earth Day 2024, uplifting farm workers' first-hand experiences with the often-tragic impacts of climate change.

“
Women have stepped up and led the way.

Women as Climate Justice Leaders

In our climate justice work, it is often farm worker women who step up as leaders, whether going to Washington, D.C. to advocate for their rights, speaking to legislators about heat or educating other farm workers about caring for themselves in the face of extreme heat, women have stepped up and led the way. Their inner drive to protect and advocate for their children and themselves has propelled them to take action and lead change. Their strength and persistence in the face of tremendous adversity and intimidation inspires us all and gives us the strength to continue our work to see a more just world.

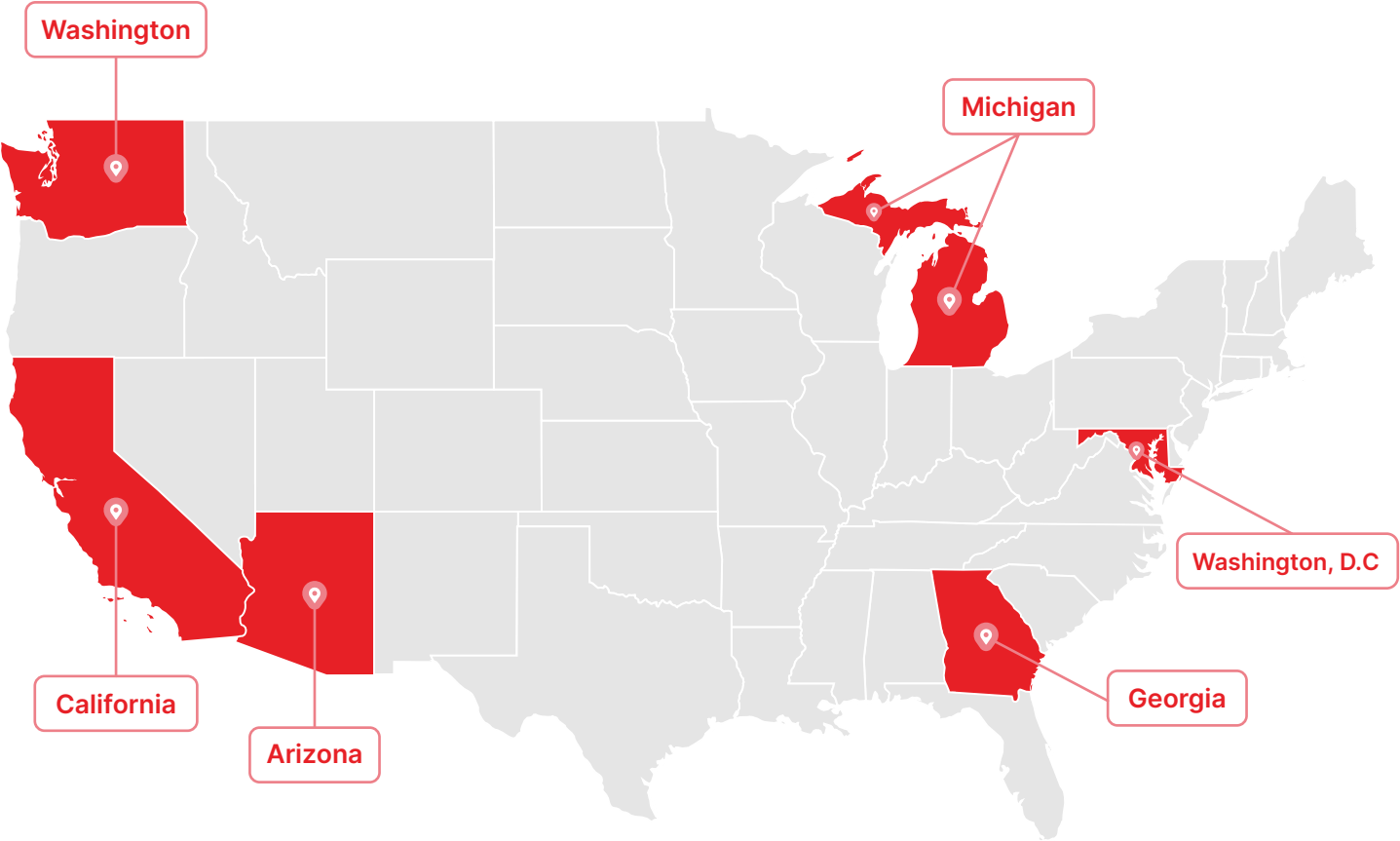


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We are ready for the challenge and we thank you for your partnership in this journey.


We Are Up to the Challenge

The UFW Foundation's work to empower communities to ensure human dignity has always been urgent. But the pace at which climate impacts are accelerating makes the need for our work more urgent than ever before. We are creating innovative strategies to advance our work on the ground with farm workers, in the halls of justice, in the offices of elected officials, and across sectors to effect health and labor protections for farm workers, to empower farm workers and their families, and to build power for this group who has been systematically disempowered for far too long. There is still much work to do and we know there will be opposition and challenges to each victory. We are ready for the challenge and we thank you for your partnership in this journey.

Where We Work




Pursuing Systemic Change through Advocacy and Strategic Communications

 @ufwfoundation

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 @ufwfoundation

 UFW Foundation

 UFW Foundation

The UFW Foundation’s advocacy and communications work has had a deep impact over the past year. The two work hand-in-hand, as media coverage and social media storytelling informs the public about farm workers’ lives and the injustices they experience in the workplace while encouraging people to get involved, sign petitions, speak to elected officials, share and re-post stories.

This creates momentum toward a more just agricultural labor system in which farm workers experience labor protections, work free from oppression and harm, and strengthen their power to defend against attacks that seek to undermine farm worker rights.

Changing policies is a complex endeavor and one that requires elected officials to acknowledge public will and the needs and interests of their constituents. Our work activating farm workers to share their testimonies with legislators and our media coverage and social media storytelling has helped to inform and activate the public, leading to proactive policy changes that improve farm workers’ lives.

Communications: Uplifting Farm Workers and Reaching Millions of People



Received coverage and mentions for our heat, pesticides, immigration, and labor rights work in a host of publications, including these highlights:

TIME Magazine • Univision • The Oregonian • Culver City Observer • Bakersfield Californian
Capital Press • The Fence Post • Santa Cruz Sentinel • Popular News • The Daily Check • KRON 4
The Border Report • GPB News • Atlanta Journal Constitution • The Fresno Bee • CalMatters

Radio Communications PSAs

Expanded from primarily airing radio commercials (PSAs) in California to over 28 states and 3 U.S. Territories, with 55 unique PSAs, reaching thousands of agricultural workers and providing crucial information about the USDA's Farm and Food Worker's Relief program (FFWR).

Farm Worker Leaders’ Stories

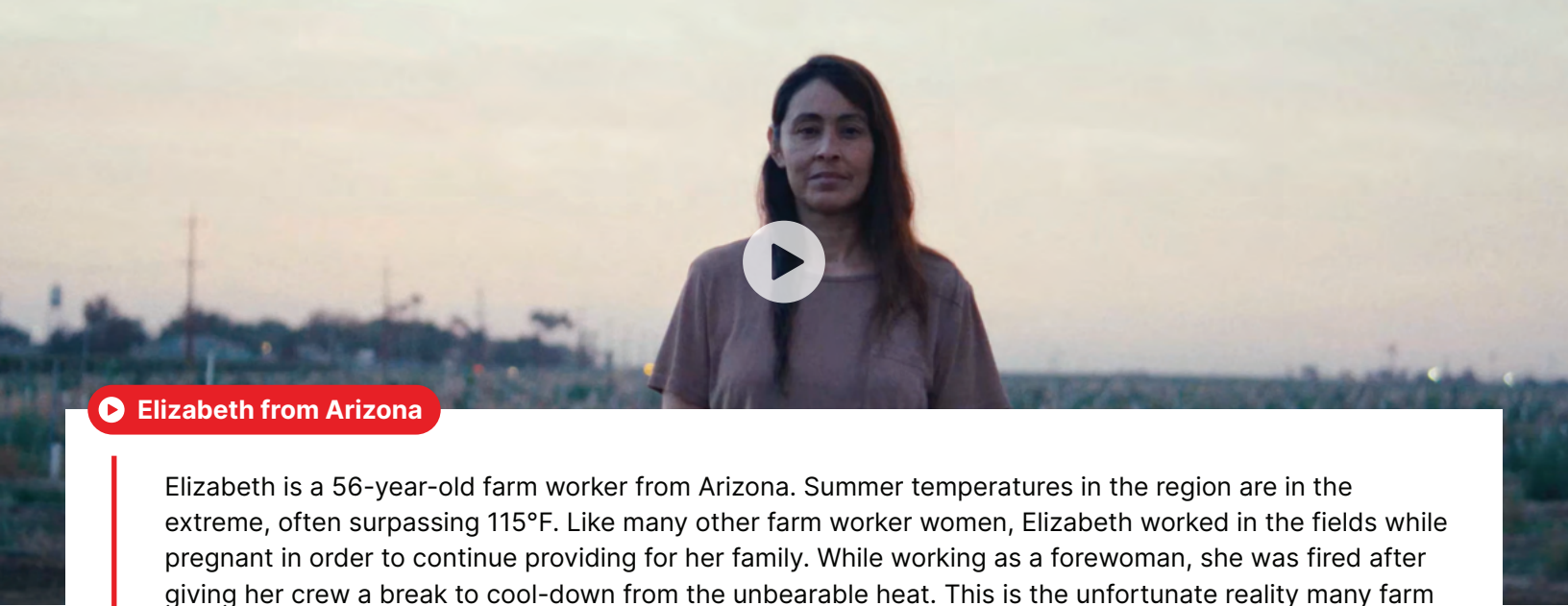
Our team shared the stories of farm worker leaders who guide, comfort, inspire, educate, and lead other farm workers to Know Their Rights, advocate for themselves, navigate systems, and obtain resources.

Rosa Martinez Espinosa
ufwfoundation.org/rosa_martinez_espinosa

Carolina De Lucas
ufwfoundation.org/carolina_delucas

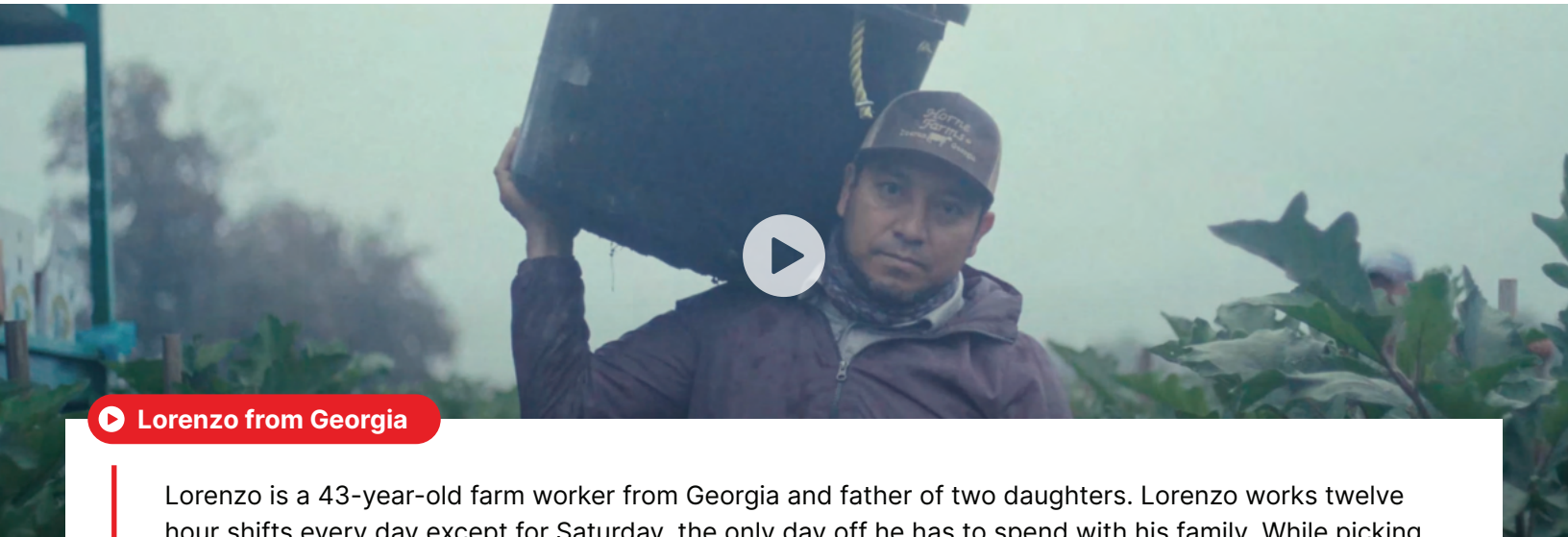
Cecilia Garcia
ufwfoundation.org/cecilia_garcia

Silvia Velasquez
ufwfoundation.org/silvia_velasquez



▶ Elizabeth from Arizona

Elizabeth is a 56-year-old farm worker from Arizona. Summer temperatures in the region are in the extreme, often surpassing 115°F. Like many other farm worker women, Elizabeth worked in the fields while pregnant in order to continue providing for her family. While working as a forewoman, she was fired after giving her crew a break to cool-down from the unbearable heat. This is the unfortunate reality many farm workers face: their employers care more about profits than ensuring safety in the workplace.



▶ Lorenzo from Georgia

Lorenzo is a 43-year-old farm worker from Georgia and father of two daughters. Lorenzo works twelve hour shifts every day except for Saturday, the only day off he has to spend with his family. While picking tomatoes in blistering 112-degree weather, Lorenzo witnessed colleagues lose their lives to extreme heat. Workers like Lorenzo have a hard time reporting abuses to the labor department because of the necessity to hold onto their job. He hopes that by sharing his story, farm workers are treated better, respected for their work and paid better for enduring extreme weather while feeding the nation.

CLIMATE CHANGE
Docuseries

▶ farmworkervoices.org

UFW Foundation began production of Farm Worker Stories, a short-style video docuseries that uplifts the stories of the farm workers affected by climate change and underscores the urgent need for collective action. The series, released on Earth Day 2024, presents authentic, first-hand testimonies of what farm workers in the fields around the country have experienced as they are faced with the brunt of our changing climate. The docuseries introduces our audience to workers like Elizabeth and Lorenzo.

Social Media Spotlight

UFW Foundation’s social media platforms reached millions, with several notable campaigns across several platforms. To bring farm workers’ narration into new spaces, we also aligned our work with popular culture events highlighted in the media, specifically: the Barbie movie; Earth Day; and the Coachella Valley Music and Arts Festival.

Coachella Farm Workers on TikTok

▶ View TikTok

👁️ 2,523,742 Views

Engagement Across Platforms

85,778
FOLLOWERS

2,412,337
IMPRESSIONS

Pursuing Systemic Change through Advocacy and Strategic Communications

Advocacy: Huge Wins!

UFW Foundation's advocacy work mobilizes supporters, organizes farm workers and strives every day to make the world more just for farm workers by educating and moving lawmakers towards systemic change through legislation and regulations. 2023 was a pivotal year that brought triumphant wins in 2024.



★ *Federal Heat Standard Rule*

Led advocacy efforts with our sister organization, United Farm Workers (**UFW**), to compel the U.S. Department of Labor's (DOL) Occupational Safety and Health Administration (OSHA) to propose a life-saving federal heat safety standard rule. **The proposed rule was announced on July 2, 2024**, following decades of advocacy by the farm worker movement. The rule will require: that workers have access to clean drinking water and shaded and/or indoor rest areas; that workers have the right to take regular rest breaks; employers to educate and train workers as to these rights; and employers to create a climate acclimatization plan to protect workers experiencing heat stress. This proposed rule is based on victories that the UFW Foundation secured in California.

★ *Farm Worker Protection Rule*

Led a campaign with the UFW in support of the DOL Farmworker Protection Rule to address long-standing abuse in the H-2A temporary guest worker program and to ensure agricultural employers' use of H-2A does not depress the wages or displace U.S. farm workers.

Our work in 2023 included a public comment that quoted from the testimonies of approximately 100 farm workers and included leading on comments with sign-ons from 60 organizations, 15 Senators, 43 Representatives, 4,000 farm workers and 4,000 general supporters. **DOL finalized the rule in April 2024**, citing our public comment, including the testimonies of farm workers, 38 times. UFW Foundation members and farm workers joined DOL Secretary Julie Su in California as she announced the rule finalization, speaking in our joint press conference. The final rule reflects many of our recommendations made over multiple years and specifying protocols to:

- ✓ Strengthen protections against human and labor trafficking.
- ✓ Address wage theft by employers and insist on wage transparency and predictability.
- ✓ Further farm workers' ability to self-advocate and assert their rights.
- ✓ Reduce isolation by allowing farm workers to have guests in their living quarters, including; service providers and unions and prohibit employers from interfering with workers' First Amendment rights to associate and receive information.
- ✓ Increase enforcement tools for the DOL to use against abusive employers and their agents.
- ✓ Require the use of seat belts in all employer-provided vehicles.

🌟 *Farm Worker Protection Rule* | Continued

We are working to defend this victory. The rule will become fully enforceable on August 29, 2024. The UFW Foundation is part of an amicus brief that defends this rule in federal court against a baseless legal challenge from conservative Attorneys General and the agricultural lobby. And we continue to defend the rule against efforts to rescind it in the House of Representatives.

The above public comment campaign activities also supported a related, complementary rule by the Department of Homeland Security (DHS). The proposed rule would allow H-2A workers to leave abusive employers and seek another H-2A job without losing their H-2A status and it would hold exploitative employers more accountable. DHS recently announced that it will be finalizing the rule in November 2024.

🌟 *Preventing Farm Worker Climate Change Heat Injury, Illness or Death Act (or SB 1299)*

Worked with UFW and Senator Dave Cortese (D-California) to further state legislation that would increase compliance with current state heat protections and address climate and extreme heat. SB 1299 would establish a Farm Worker Climate Change Heat Injury and Death Administrative Fund so that farm workers and their families can receive appropriate and timely benefits from workplace heat-related injuries. **The bill passed in the Senate in May 2024.**

🌟 *Disaster Relief for Farm Workers Act*

Worked with Senator Michael Bennett (D-Colorado), Senator Alex Padilla (D-California), Representatives Andrea Salinas (D-Oregon), and Representative Zoe Lofgren (D-California) in 2023 and 2024 to garner broad support for their proposed legislation that would provide compensation for farmworkers who lose out on wages due to extreme weather, public health emergencies, and other disasters beyond their control. **The bill was introduced in June 2024.** We will continue to push for this critical funding, as disaster relief funds have historically been given to growers while systematically excluding farm workers.

🌟 *Reintroduction of the Bipartisan Farm Workforce Modernization Act*

On June 30, 2023, UFW Foundation supported U.S. Representatives Zoe Lofgren (D-California) and Dan Newhouse's (R-Washington) reintroduction of the bipartisan Farm Workforce Modernization Act. This compromise legislation, carefully crafted in negotiations with agricultural workers and employers, would create a legal status for undocumented agricultural workers already living and working in the United States.

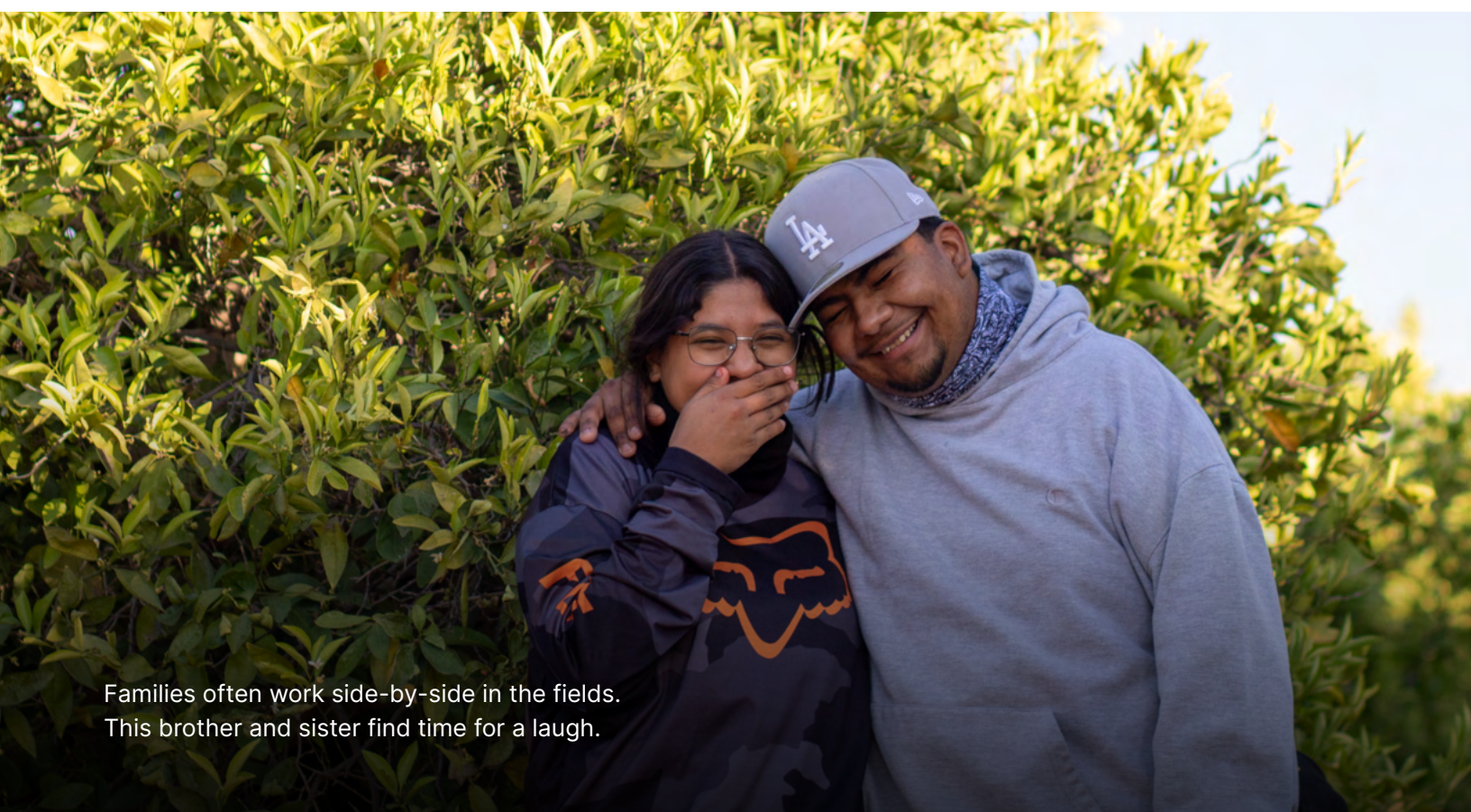
This bipartisan legislation was passed by strong bipartisan margins in the U.S. House of Representatives in both the 116th and 117th Congress. In 2023 and 2024, we worked with Senator Bennet (D-Colorado) to reintroduce the Affordable and Secure Food Act, which is the Senate companion to the Farm Workforce Modernization Act. Senator Bennet reintroduced the bill in March 2024.



Farm workers endure harsh working conditions and unjust attacks because they want better lives for their children and grandchildren.



Youth are the future. Their advocacy and civic engagement efforts are creating a more just world for farm workers and immigrants.



Families often work side-by-side in the fields. This brother and sister find time for a laugh.

Community Advancement Services

Community Advancement Services

build collective power for immigrant farm workers by addressing systemic barriers with strategic solutions. Services respond to immediate needs and emerging opportunities by providing direct services and essential connections to ensure dignity, improve lives and promote well-being.

DELIVERED
204,922
SERVICES

In 2023, we delivered 204,922 services through Outreach, Organizing & Education; Emergency Relief, and Immigration Legal Services.

Building Power through Outreach, Organizing & Education

UFW Foundation takes a grassroots approach to building power through organizing, which is a means to provide support, build community, and empower farm workers. This direct-service work is carried out by dedicated teams that engage the communities we serve, both in-person and digitally, with a focus on labor rights, worksite protections, and voter engagement. We train and mentor farm worker leaders who educate and help others to know their rights, navigate systems, find resources, create community, and grow their agency and leadership. House meetings at the homes of farm worker leaders provide trusted, safe spaces where farm workers connect with one another, share stories, process trauma, learn, and grow their strength. Our organizing work often leads to farm workers joining our advocacy efforts.

SERVED
34,925
INDIVIDUALS

Served 34,925 individuals through 1,383 Organizing, Education & Outreach events including: house meetings, information sessions, virtual events, resource fairs, panel discussions, large group presentations, canvassing, and flyering. The topics covered included Naturalization and Immigration, Know Your Rights, Heat Protection, Storm Assistance, and Food Relief.

ENGAGED
29,607
FARM WORKERS

Engaged 29,607 farm workers by text through a new digital initiative that allows us to serve farm workers' needs, connect them to resources, and gather data through surveys. Farm workers completed surveys through the texting program, allowing UFW Foundation to understand how climate impacts like heat and storms affected them so that we could meet their needs with more precision and efficiency.

SERVED
10,204
FARM WORKERS

Served 10,204 farm workers through our direct help call center, allowing us to serve their many needs, including 33 people who reported Workers Right violations that became serious cases.



Meeting Urgent Needs with Emergency Relief

UFW Foundation provides emergency assistance, relief, and essential referrals to help farm workers meet their basic needs for food, shelter, medical care, and other necessities.

Feeding Farm Workers Across U.S. States and Territories

In the aftermath of the Covid-19 pandemic, with inflation and need rising, UFW Foundation advocated for funding and was later granted its largest-ever grant to administer emergency relief, with 9 subrecipients. In 2023, we began implementing the USDA Farm and Food Worker Relief Program (FFWR) across the country and in three U.S. territories, reaching 32,712 individuals through direct outreach and thousands more via radio PSAs last year. The program is concluding in Fall 2024.

DISTRIBUTED
\$52,205,400
IN RELIEF

87,009 relief payments of \$600 each distributed in 46 states, 405 counties, and 1,256 cities & in Guam, American Samoa, and the North Mariana Islands, totaling \$52,205,400 distributed.

Storm Recovery and Disaster Relief

With a funding award from the state of California in response to severe storms across the state in late 2022 and into 2023, UFW Foundation provided storm recovery and disaster relief services and aid in Ventura, Tulare, and Kern Counties.

DISTRIBUTED
\$7,149,500
IN ASSISTANCE

Provided case management and assistance to 4,975 individuals and distributed \$7,149,500 in assistance.

The Backbone of our Work: Immigration Legal Services

Immigration status and lack of knowledge about the immigration process are barriers that keep farm workers silenced in the face of labor violations and human rights abuses and prohibit workers from accessing the rights and protections to which they are entitled. To empower farm workers, UFW Foundation began providing free and low-cost immigration legal services in 2006 and is now one of the largest providers of legal services in rural California. We also offer legal services with partners in Washington and Arizona, in addition to offering services to students, staff and faculty at California community colleges.

SERVED
5,490
FARM WORKERS

In 2023, 5,490 farm workers were served through the preparation, processing, and completion of consultations, DACA applications, naturalization applications, family petitions, waivers, U visas, unaccompanied minors removal defense, adult removal defense, and general immigration legal services.

CHAPTER 06

We Are Stronger Together: Our Partners



United Farm Workers (UFW)
ufw.org/about-us/movement-offices



Cesar Chavez Foundation
chavezfoundation.org



La Campesina Radio Network
campesina.com



La Union Del Pueblo Entero
lupenet.org



Cesar E. Chavez National Monument
nps.gov/cech/index.htm



Certo
ciertoglobal.org



Equitable Food Initiative (EFI)
equitablefood.org



Martínez Aguilasoch Law, Inc. (MAL)
farmworkerlaw.com



Robert F. Kennedy Medical Plan & Juan de la Cruz Pension Plan (RFK-JDLC)

CHAPTER 07

Join Our Movement



Advocate & Take Action

Join our advocacy efforts and [sign a petition](#).



Volunteer With Us

[See Opportunities](#)



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UFW Foundation



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OR

Give through grants, matching corporate donations, by stock donations, through bequests, or by starting your own fundraising campaign.

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Immense Gratitude for Our Donors

Institutional Donors

California Department of Social Services	LIFT (Labor Innovations for the 21 st Century) Fund
The California Endowment	New Venture Fund
Catholic Legal Immigration Network, Inc.	The Rosenberg Foundation
California Wellness Foundation	Rural Democracy Initiative
Cotter Charitable Foundation	The Shearwater Fund
Crankstart Foundation	Sierra Health Foundation
Evelyn and Walter Haas, Jr.	Silicon Valley Community Foundation
Ford Foundation	The Solutions Project
The Grove Foundation	United States Department of Agriculture, Farm and Food Workers Relief Grant
Immigrant Justice Corps	Vera Institute of Justice
Immigrant Legal Resource Center	Weingart Foundation
James Irvine Foundation	Windward Fund
Kalamazoo Foundation	
Kelson Foundation	And several very generous anonymous funders.
Legal Foundation of Washington	

Individual Donors

**Many of our individual donors choose to donate anonymously and others choose to share their names. We are grateful for all of our donors.*

Felicia Chen	Pam Koch	Cynthia Tuell
Lauren Hammer	Susan H. Miller	Brenda Rodriguez
Susan Harrison	Maricruz Moyotl	

*Thank you for fueling
our mission.*



UFW
FOUNDATION