

**Presented by the NCRA DEI-Committee Co-Chairs:** 

 Portia Sinnott, NCRA Vice-President and Editor and Zero Waste USA Program Director (not speaking)

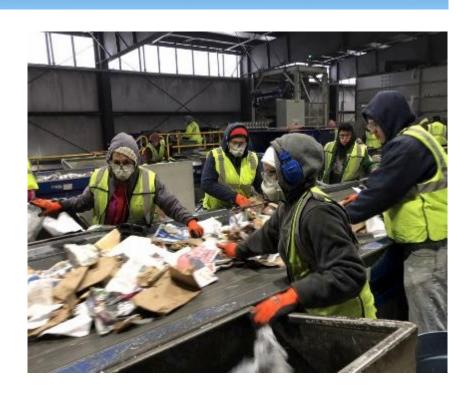
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#### **An Essential Workforce**

- Zero waste and climate frontline workers support the green economy
- Across the US there are 21,000 workers sorting recycling material
- This workforce, that is often unseen, maintains the efficiency of recycling system
- Recycling plays a key role in job creation and creates 10x more jobs than landfilling





### **Key Issues**

- High injury and fatality rates
- Unsafe working conditions
  - Loud, heavy machinery
  - Exposure to hazardous items
- Low wages, few benefits
- Limited advancement
- Common use of temporary workers
  - Fewer workplace protections
  - Less likely to be informed of rights
- The GAIA 2015 report
   Sustainable and Safe Recycling Protecting Workers Who Protect the
   Planet, provides an extensive overview





#### **Recommendations**

- Require comprehensive worker safety programs and consistent evaluation of health and safety records of recycling companies
- Employ unions and incentives through company ownership, and end the use of temporary, untrained workers
- Minimize dangerous contaminants entering the recycling stream by enact strong community education programs
- Have a policy to empower workers:



"If you see something, say something"



### NCRA DEI Efforts

### **TO BE POSTED SOON:**

- Glossary
- Conference DEI Dedication
- Presenter Guidelines
- Organizational Self-Assessment
- How to Hire a Consultant



NCRA DEI RESOURCES