**Racial Justice in Long-Term Care: Amplifying the Voices of Immigrant Workers**

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The twin pandemics of 2020 – COVID-19 and racial injustice – have exacerbated the inequities experienced by Black, Indigenous, and People of Color (BIPOC) workers. Women working as long-term care aides, who overwhelmingly are im/migrants,[1](#_bookmark0) Latinx, and/or BIPOC, have been disproportionately affected by hazardous working conditions compounding their existing vulnerabilities. The long-term care workforce is predominately composed of these women, yet their perspectives are largely absent from the legal literature and national conversation surrounding essential workers’ rights, such as paid sick leave and workplace safety.

Im/migrant, Latinx and/or BIPOC women working as aides in long-term care largely lack access to and therefore do not benefit from workers’ rights laws and policies. They often do not know their rights and when they do, they face barriers to exercising those rights due to fear of retaliation and underenforcement by labor agencies. All of this, however, is largely speculation because there is little to no information about the workplace experiences of these women. Critical race theorists have observed that laws and policies consistently fail to benefit people of color when they are conceived without regard to the lived reality of marginalized people. To date, no systematic and comprehensive attempt has been made to publish the perspectives of im/migrant, Latinx and/or BIPOC women working as aides in long-term care, including why and how workers’ rights laws and policies fail to protect them and what changes would facilitate their ability to access and benefit from workplace rights.

This research project utilizes qualitative methods to elicit the narratives of im/migrant, Latinx, and/or BIPOC women working as long-term care aides. The collection of first-hand information will fill a crucial gap in information about the operation of employment, labor, and workplace safety laws by identifying shortcomings in these existing laws in long-term care settings. This work comes at a historic moment as workers’ rights legislation is being promulgated around the country but risks replicating existing deficiencies that limit access to justice for these marginalized women.

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1 “Immigrant” is a technical term referring to documentation status while “migrant” more broadly refers to persons who have relocated to the United States. Although these groups can experience inequality differently, substantial overlap exists in the challenges they face within U.S. labor and employment systems. Prof. Desai has created the term “im/migrant” to refer to both groups at once.