ACLS Leading Edge Fellowship

<table>
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<tr>
<th>Project:</th>
<th>Restaurant Workers and Sexual Harassment Under COVID</th>
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<tr>
<td>Organization:</td>
<td>One Fair Wage (Berkeley, CA)</td>
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<tr>
<td>Location:</td>
<td>Remote</td>
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<tr>
<td>Stipend:</td>
<td>$60,000 per year, plus health insurance and professional development funding</td>
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<td>Start Date:</td>
<td>September 2021</td>
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ORGANIZATION DESCRIPTION

One Fair Wage (OFW) is a national organization that is engaging workers, employers and consumers to raise wages and working conditions in the service sector and end all subminimum wages in the United States. One Fair Wage engages workers, employers and consumers to participate in policy advocacy, industry engagement, and narrative shift efforts to advance policy that would require all employers to pay the full minimum wage with fair, non-discriminatory tips on top, and that would lift millions of tipped and subminimum wage workers nationally out of poverty. Learn more at http://www.onefairwage.org/.

PROJECT DESCRIPTION

During the COVID-19 pandemic, One Fair Wage conducted initial research in partnership with Professor Catharine MacKinnon on restaurant workers’ experiences returning to work. Workers reported increased health risk and public health responsibilities for far less income. More than 40% of workers also reported an increase in sexual harassment during the pandemic, with male customers asking women servers to remove their masks so that they could judge their looks and their tips on that basis. This report helped justify our policy advocacy for eliminating the subminimum wage for tipped workers, since our previous research has shown that paying servers a full minimum wage with tips on top reduces the power dynamic between male customers and female servers - women servers do not feel as dependent on customer tips when they are paid a full minimum wage and can thus reject harassment from customers. By summer 2021 millions of restaurant workers will be returning to work, and customers will begin to return to eating out in restaurants; it will be important to document workers’ experiences with this return and how sexual harassment and other problematic impacts of a subminimum wage and dependence on tips affects workers as they return to work.

The Leading Edge Fellow, supervised by One Fair Wage’s Executive Director, will begin by conducting pilot research using the existing data described above. This will lead to a larger survey project, collecting information from up to 500 workers to generate policy briefs, editorial writing, and a report on the experiences of workers in 2021. With support from OFW’s staff, the Fellow will organize a convening to accompany the report, featuring the voices of workers, advocates, and policymakers. This is a full-time commitment for the fellowship year, including dedicated time for professional development activities.

Responsibilities and tasks:

- Pilot surveys and analysis of existing data on restaurant workers’ experiences
- Writing policy briefs detailing sexual harassment and other conditions for workers that could inform federal and/or state policy change on ending the subminimum wage for tipped workers
- Survey and interview individual workers who have returned to or are continuing restaurant employment during the pandemic

This position is only available through the Leading Edge Fellowship program. You may not contact the host institution to inquire about this position.
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- Final external report on restaurant workers’ experiences
- Organize event to accompany report, putting restaurant workers and policymakers in dialogue

**Qualifications:**

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#);
- Excellent written and oral communications skills;
- Ability to write for multiple audiences.

**Preferred:**

- Experience in policy writing that is accessible to the public;
- Experience conducting oral histories or personal interviews;
- Demonstrated interest or experience in low-wage worker and race and gender equity issues.

**APPLICATIONS**

- Information on the Leading Edge Fellowship Program: [https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships](https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships)
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org)
- Application deadline: 9pm EDT, May 6, 2021