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Dr. Douglas Swanson is an associate extension faculty in labor and workforce development with the University of Missouri Extension. Additionally, he is the labor studies certificate coordinator out of the St. Louis campus. Doug joined the university in 2017 after 25 years working for unions and a career in bridge and highway construction before that. He has acquired an Ed.D. degree in social justice from the University of Missouri–Saint Louis College of Education; an M.S. degree in labor studies from the University of Massachusetts Amherst; a B.A. degree in union leadership and administration from the National Labor College in Silver Spring, Maryland; and an A.A.S. degree in management from Sauk Valley Community College in Dixon, Illinois. Doug's experiences and background have led to his study of the societal barriers to full and meaningful employment in all aspects of the workforce, especially those who are often on the fringe of employment. These interests resulted in the creation of the Recovery Friendly Workplace initiative in Missouri, which works to destigmatize addiction as an impediment of employment. Doug is also an alumnus of the FOCUS St. Louis Impact Fellow program, where he co-authored the *Just Talent Playbook*, which helps employers understand the benefits of hiring justice-involved individuals (JII). The lens of life he looks through is that of a worker. Doug advocates for equal access to jobs with dignity and family-supportable wages for all, regardless of legacy barriers.