



Minority SIG Journal



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"Addressing issues within the industrial and environmental health profession that uniquely affect minorities... as well as those concerns that affect disadvantaged and low income workers and other members of the community."



A Message from the Leadership

Happy Winter MSIG Membership,

Below is an update on the activities of the MSIG Committee:

- The 2016 Annual Report was submitted to AIHA. It included status updates on the MSIG recruit PowerPoint, MSIG Technical Proposal for AIHce 2017 and the "Body of Knowledge for field Use of Direct-Reading Instruments for Detection of Gases and Vapors" Arabic translation.
- The MSIG Technical Proposal was approved for AIHce17:
Event: 0764-Intercultural Communication in the Workforce
Type: Education session
Day/Time: June 5, 2017, 10:00-11:00am
Panelists: Teresa Andrews, Troy Rawlins, Kerry Ann Jaggassar, John Moore (Check AIHce 2017 program for any changes in the date or time of the event).
- Potential days and times for the MSIG Annual meeting during AIHce 2017 were submitted to AIHA for consideration. An announcement will be sent by email once the day and time are finalized.
- Once finalized, the MSIG committee meeting minutes are uploaded to the MSIG page on the AIHA website:
<https://www.aiha.org/Communities/MinoritySIG/SitePages/Home.aspx>

Current requests:

- Upcoming open positions include MSIG Communication Director and the Secretary Elect. A request for nominees will be sent out prior to the annual meeting in June. For more information about the job duties view the MSIG By-Laws.

On-going requests:

- Represent MSIG on the AIHA Violet Color Council conference call.
- Submit entries for the MSIG PowerPoint presentation titled 'Have you heard about MSIG?'
- Participate in the MSIG Committee.
- Raise our visibility and engage in other AIHA projects.

Thank you and see you all at AIHce 2017,

LaToya McKelvey

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Featured Articles

An Examination of Worker's Relative Risk of Injury and Illness Adjusted for Working Population

Kevin Slates, Ed.D, MPA, CSP
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Indiana University School of Public Health

The purpose of this article is to disseminate study findings to both safety and occupational health professionals who have an interest in examining the relationship between socioeconomic factors and risk in the workplace. The primary objective of this study was to determine the relative risk of injury or illness involving day(s) away based on worker race and ethnicity. Relative risk is defined as the ratio of the probability of an event occurring in an exposed group. The purpose of identifying those at higher risk is to establish a basis for effective intervention and changes in organizational policy.

Although injury and illness rates have been declining in recent decades, there is a significant gap between workers based on socioeconomic factors. Bureau of Labor Statistics nonfatal occupational injuries and illnesses involving days away from work and race or ethnic origin of worker was gathered and adjusted to labor force participation rates to determine the relative risk of non-fatal injury and illness involving days away from work.

Theoretical Construct

According to the Centers of Disease Control (CDC), social and physical determines of health such as income, exposure to toxic substances, education, urban or rural housing, employment and working conditions are predictors of health outcomes and risk factors for injury. Employee occupation is a potent social, environmental, and socioeconomic determinant of health. Several studies have demonstrated different rates of injury, illness and mortality among people in particular occupational groups (Mutaner, 2001). Members of lower socioeconomic groups are also more likely to work as manual laborers, which increases their risk of injury or death and their risk of exposure to toxic substances (Rios R, Poje GV, Detels R, 1993).

Table 1. Total non-fatal cases of injuries and illness involving days away from work from 2011-2014 by race or ethnic work, private industry

Year	Total cases	White	Black	Hispanic or Latino only	Asian	Hispanic or Latino and other race	Not reported
2014	916,440	358,210	72,280	124,280	13,930	970	338,280
2013	917,090	363,220	70,500	124,330	12,500	940	336,830
2012	918,720	367,380	71,200	122,900	13,460	800	334,750
2011	918,140	380,740	71,740	119,830	11,920	510	325,590

As shown in table 1 there were a total of 916,440 non-fatal injuries and illnesses in 2014. * 2015 data not available at the time of analysis.

Table 2. Employer labor force population participation population based on race and ethnic worker, private industry 2011-2015. Numbers in millions

Year	White	Black	Hispanic or Latino and other race	Asian only
2015	118,295	17,819	24,410	8,805
2014	117,198	17,045	24,016	8,408
2013	115,667	16,237	22,754	8,338
2012	115,323	15,875	22,141	7,923
2011	115,224	15,322	20,725	6,974

As shown in table 2 there were over 118,295,000 White, 17,819,000 Black, 24,410,000 and 8,805,000 Asian U.S. workers employed in 2015.

Table 3. Adjusted total cases and relative risk of non-fatal injuries and illness involving days away from work based on worker race and ethnicity.

Year	White Not adjusted	Black	Relative Risk	Hispanic or Latino only	Relative Risk	Asian	Relative Risk
2014	358,210	475,395	1.32	596,544	1.66	18,670	0.05
2013	363,220	500,550	1.37	632,015	1.74	17,340	0.04
2012	367,380	512,640	1.39	640,133	1.74	19,591	0.05
2011	380,740	538,050	1.41	675,950	1.77	19,668	0.05

As shown in table 3 after adjusting for labor force employment, Hispanic and Black workers have a higher number of total cases of injury and illness than White workers.

Findings & Implications

The relevant risk and total cases was compared and adjusted to that of Whites (Caucasians). The study findings indicate in 2014, Black workers were 1.33 times more likely to experience a non-fatal injury or illness resulting in day(s) away from work. In addition, in 2014, Hispanic workers were 1.66 more likely to experience a non-fatal injury or illness than White workers. However, the relevant risk for Asian workers was not identified as significant compared to other groups.

However, occupational safety and health researchers and professionals, like the broader field of public health must take into account the effect of social and environmental determines of health and safety in addition to traditional contributing factors of injury in the workplace. Evidence shows that heather and safer working conditions translates to an increase in profits and productivity.

References:

- Muntaner C, Sorlie P, O'Campo P, Johnson N, Backlund E. 2001. Occupational hierarchy, economic sector, and mortality from cardiovascular disease among men and women. Findings from the National Longitudinal Mortality Study. *Ann Epidemiol* 11:194-201.
- Rios R, Poje GV, Detels R. Susceptibility to environmental pollutants among minorities. *Toxicology and Industrial Health* 1993; 0:797-820.
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Wearable Sensors: An Ethical Framework for Decision-Making-NIOSH



Wearable sensors are all the rage. They give us information about our health, fitness, productivity and safety. However, downsides to this technology are accuracy and security of the data and challenges to personal privacy. How wearable technology is used in occupational safety and health research and practice is evolving. Wearable sensors can detect and alert workers to harmful exposures and can assist employers in managing their workforce.

A Perspective from the Past

Employee monitoring programs for medical surveillance are not new. Schulte and DeBord (2000) discussed some of the components of a genetics monitoring program and many of the issues raised in those discussions are relevant to current concerns for wearable sensors. For example: What are the goals of the monitoring program? How will the results be communicated? How will the data be used? Will informed consent be sought? These types of questions should be asked and answered as part of any employee monitoring program.

A Proposed Ethical Framework for Decision-making about Employee Monitoring

To ensure that innovation does not outpace thoughtful consideration of ethical issues, an ethical framework such as that proposed below can be used as a decision-making tool. The framework sets out key ethical objectives and values relevant to a decision.

Potential monitoring programs should be evaluated according to how well they advance the following key ethical objectives:

- (1) Apply wearable sensors to benefit or contribute to society (justification);
- (2) Use the least intrusive means necessary to accomplish the objectives (optimization); and
- (3) Anticipate and avoid or minimize potential adverse consequences (minimization of harm).

Potential monitoring programs should also be evaluated according to how well they promote the following key ethical values:

- Individual autonomy (informed consent)
The monitoring program's policy, procedures, and objectives are disclosed in clear and understandable terms, and the policy, procedures, and objectives are, in fact, understood by the employees
- Any future disclosure of the data is described along with its purpose
- If videotaping is being used, non-participants must have the opportunity to work outside of the videotaping area
- Consent is essential to autonomy. Employers should consider an opt-in process
- Employers should consider whether initial or continued employment means implied consent. A key feature of consent is that it must be provided voluntarily
- Cultural sensitivity

Engage a variety of stakeholders from varying cultural perspectives to develop culturally sensitive monitoring programs

- Individual control
Promote the individual's control over his/her own information by protecting against intrusions into informational privacy
- Employer interests
Promote the employer's legitimate interest in organizational security, productivity and favorable reputation
- Fairness
Clarify ownership of and accountability for information collected
- Specify conditions for mandated external reporting (e.g., law enforcement) and punitive actions, and
- Identify responsibility and liability for inaccuracies in information collection (including considering compensation for injury)

This framework can be a helpful decision-making tool as stakeholders and researchers seek to move forward with promising technologies in a responsible and accountable manner.

Source: <https://blogs.cdc.gov/niosh-science-blog/2017/01/20/wearable-sensors-ethics/>

Upcoming Events & Items of Interest

CEC ACCEPTING MEMBERSHIP APPLICATIONS

The AIHA Continuing Education Committee (CEC) is now accepting self-nominations for membership. The committee comprises 12 members who serve four one-year terms. The CEC's mission is to ensure quality educational opportunities that broaden knowledge, enhance technical competencies, and provide IHs with practical tools and skills. CEC members receive a variety of benefits, including complimentary PDC registration(s) for auditing courses at AIHce. Applications are due by March 20.

CALL FOR STUDENT POSTER ABSTRACTS

Calling All Students! AIHA is now accepting student poster abstracts for presentation at AIHceEXP. Submitting a poster is a great opportunity for you to share your research and get constructive feedback from IH professionals, gain visibility prior to graduation and entering the job market, and build your network of contacts with IH professionals and scholars. Submissions must be received electronically no later than 5:00 p.m. Eastern on March 31.

FREE HAZARD COMMUNICATION WEBINAR TO BE OFFERED BY AMERICAN STAFFING ASSOCIATION ON FEBRUARY 28

Through its alliance with OSHA, the American Staffing Association will host a free webinar Feb. 28 at 3 p.m. ET on "Communicating with Workers about Hazardous Materials." The webinar will focus on how OSHA can help staffing firms and host employers better understand their responsibilities for ensuring the safety of temporary workers. During this webinar, OSHA Senior Industrial Hygienist Sven Rundman will discuss the hazard communication standard, and responsibilities for providing hazard communication information and training. For more information and to register, visit <https://americanstaffing.net/webinars/twibulletins-series-part-hazard-communication/>

★ AIHA's Quick Takes

○ AIHA Volunteer Groups

The Occupational and Environmental Medicine (OEM) Committee is looking for new volunteers to join their committee. The committee's mission is to improve worker health by promoting effective occupational medicine programs and practices, and by providing education and guidance to industrial hygienists on critical issues in occupational medicine. To learn more about joining OEM, please contact Thursa La (tla@aiha.org).

At the January 2017 AIHA Board meeting, the Board approved the proposal recommending a change in the name of the Risk Assessment Committee to Risk Committee. This name change, while eliminating only one word, significantly broadens the potential scope of the committee's activities. While the committee will continue to address "assessment," they will also be able to focus on risk topics such as characterization, communication, benefit-cost analysis, and management.

The Mentoring and Professional Development Committee is looking for volunteers to assist them with making mentor/mentee matches. Mentors are always needed and with AIHce EXP coming up, the demand pre and post conference is always greatest. For more information or to volunteer, please contact Christina Elish (celish39@gmail.com).

The Student and Early Career Professionals Committee are collaborating with the Mentoring and Professional Development Committee to develop a CIH Prep Mentoring program. The program will offer webinars that provide a high-level overview and will

delve into the Rubrics. Having a mentor/coaching relationship helps to keep the mentee committed and accountable to stick with a study schedule. If you have any questions, please contact Thursa La (tla@aiha.org).

- *AIHA's Outreach and Public Awareness Program Wins Gold and Platinum at the AVA Digital Awards*



AIHA will receive two AVA Digital Awards through the Association of Marketing and Communication Professionals (AMCP) for its IH Professional Pathway™ program. The program won Gold in the animation category and Platinum in the category for digital marketing campaigns. The IH Professional Pathway™ program is a comprehensive member outreach and public awareness program that was developed and launched by AIHA in 2016.

The AVA Digital Awards is an international competition that recognizes outstanding work by creative professionals involved in the concept, direction, design, and production of media that is part of the evolution of digital communication.

- *AIHA Receives Grant to Grow Its Innovative IH Professional Pathway Outreach Program in 2017*

In honor of its award-winning IH Professional Pathway™ program, AIHA will receive a coveted Innovation Grant from the American Society of Association Executives (ASAE) Foundation in 2017. The grant is provided by ASAE's Innovation Grants Program (IGP), which supports innovation exploration and development in order to help raise awareness about innovation efforts within the association community.

- *Be a Part of AIHce EXP 2017*



AIHA is seeking volunteers to moderate education sessions at AIHce EXP 2017. The moderator's primary responsibilities will include introducing speakers and ensuring that all sessions proceed on schedule. This is a wonderful opportunity to serve in a leadership role, develop relationships with your

fellow colleagues, and contribute to the conference success. All assigned monitors must be an AIHA or ACGIH member in good standing.

- *Mark Ames Named AIHA Director, Government Relations*

AIHA is pleased to announce that Mark Ames will serve as the Director, Government Relations for AIHA.

Mark comes to AIHA from ASHRAE (American Society of Heating, Refrigerating and Air-Conditioning Engineers), where he co-led their DC-based Government Affairs Office, providing strategic direction in the development of their public policy priorities and representing the organization's membership to Congress, the White House, and multiple Federal Agencies, including NIOSH and OSHA.

Mark provided direction to ASHRAE's State, Local, and non-US government affairs activities. Working with the ASHRAE Board and leaders from 182 Chapters and over 100 technical and other committees, he played a central role in streamlining ASHRAE's government affairs activities, improving coordination, messaging, and effectiveness, and producing consistent results.

Mark was responsible for the development of policy recommendations in all issue areas at ASHRAE. Of particular interest to AIHA, he recently led the creation of ASHRAE's indoor environmental quality government affairs strategy.

Mark holds a Master's Degree in Applied Politics, and a Bachelor's Degree in Political Science - both from The American University (AU), and is a graduate of the Public Affairs and Advocacy Institute at AU.

★ Department of Labor Occupational Safety and Health Administration Quick Takes

- *Dr. David Michaels, OSHA's Longest-Serving Assistant Secretary, Departs After Leading Agency for Seven Years*

After more than seven years as Assistant Secretary of Labor for the Occupational Safety and Health Administration, Dr. David Michaels, who began his tenure in December 2009, left the agency on Jan. 10, 2017, to rejoin the faculty of the Milken Institute School of Public Health at George Washington University. Deputy Assistant Secretary Jordan

Barab will serve as Acting Assistant Secretary until noon on Jan. 20, 2017.

- *OSHA's Free On-site Consultation Program Helped More Than 27,000 Employers Create Safer Workplaces in 2016*

Last year, 27,385 small and mid-sized U.S. businesses took advantage of OSHA's free and confidential On-site Consultation Program to remove workplace hazards and better protect their workers. The program primarily benefits small and mid-sized businesses – 57% of those helped last year had fewer than 26 employees. Priority is given to high-hazard industries, with more than half of all visits going to construction or manufacturing sites. In 2016, consultants identified and helped employers eliminate more than 140,000 total hazards, protecting an estimated 3.3 million workers from possible injury, illness or death.

- *OSHA Offers New Outreach Training Elective on Safety Leadership*

OSHA's Outreach Training Program and the Center for Construction Research and Training have developed a new OSHA 30-hour construction training elective course: Foundations for Safety Leadership. Responding to a training gap identified by contractors, unions and other industry stakeholders, FSL is designed to introduce construction workers, particularly foremen and lead workers, to five critical safety leadership skills needed to improve jobsite safety climate and safety outcomes. The course stresses the importance of leading by example, engaging and empowering team members, listening and communicating effectively, coaching and providing feedback, and recognizing team members who go above and beyond for safety. The FSL course is available on OSHA's Outreach Training Program webpage since January 1, 2017.

- *Ladder Safety is Focus of National Outreach Campaign*



Falls from ladders are preventable, and yet they account for about 20,000 injuries and 300 deaths each year. On March 2, agency staff will discuss lessons from the field during a safety symposium hosted by the OSHA Education Center at the University of Texas, Arlington. The safety discussion, from 9 to 11:30 a.m., will also be live-streamed and can be viewed online (<https://cproced.uta.edu/laddersafety/>). The event is organized in conjunction with the American Ladder Institute's declaration of March as Ladder Safety Month. OSHA area directors Jack Rector and Basil Singh will share stories of ladder-related tragedies they have witnessed, along with ways those incidents could have been prevented. Ladder safety will also be an important component of OSHA's annual National Safety Stand-Down set for May 8 through 12.

Communications Committee Members

Lucinette Alvarado
Nycole Garcia
Teni Adewumi
Christina Ogunsuyi
Niclas Manson

For story ideas and comments, please contact us at msigcommunications@gmail.com and like us on Facebook https://www.facebook.com/aihamsig.sig?skip_nax_wizard=true 



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