

Center for Social Epidemiology

End of Year Report for 2021

March 31, 2022

To: Board Members of the Center For Social Epidemiology

David LeGrande
Peter Schnall
Viviola Gomez
Joan Velasquez
Jill Markowitz
Barry Ensminger
Don Goldmacher
Ellen Roskam

We have accomplished a great deal in the past two years including completing the development of and launching the online Healthy Work Survey for both individuals and organizations. We have published a host of intervention resources for workers and organizations at <https://healthywork.org/> that can facilitate workplace changes identified by our survey. Please read the report below for details of many of these activities.

Progress, however, brings new demands. Many questions remain to be answered. Here for example are just three that need addressing! With limited resources, how do we:

1. Best promote the Healthy Work Campaign?
2. Protect workers who use our materials and our own consulting staff who have worked so hard to provide materials to promote healthy work?
3. Best raise money now to support the HWC?

At this point in time, we feel the need for your input on the above issues and where we go from here? We have some questions for you as Board members as well. What might you envision the future of the CSE Board to be? What role might it play and might each of you play moving forward? Are we missing key board members with specific skills that might facilitate our activities going forward?

Marnie Dobson and I as CSE Directors and Co-Directors of the HWC propose that the Board members meet online with us to talk about the future of the HWC. In the next week I will be in touch with each of you to get your reaction to this letter and the attached report. If an online meeting is agreed upon we will draft a short agenda for such a meeting beforehand.

Best,
Peter

HWC Activities 2020-21

1. Overview of HWC website and educational material updates

Since the launch of the Healthy Work Campaign and website in 2018, we have made significant and ongoing improvements to the website. As well as updating the Healthy Work Survey (HWS) pages for [Individuals](#), [Employers](#), and [Unions](#) to include a button link directly to the HWS for Individuals and a “Request for Access” button for organizations. We have also added new video material to each page introducing the HWS and adding new material on each page regarding the significance of the survey and report of results. We have also added direct links to the survey pages and the tools pages on the HWC website homepage.

On the main menu bar of the website we added a “[What’s New](#)” page, where with a click, visitors can find the latest website content, newsletter, blogs, Medium articles, news and events.

We have also updated the [Media](#) page with our recent short videos produced by Maria Doctor, including the Launch of the HWS for Orgs, an Intro to the HWS for Individuals, and a short slide video showing how the HWS can be accessed for organizations. Also we have added links to interviews/podcasts and to all Webinar presentations that the team has participated in that were recorded.

The website is continuously updated and improved thanks to Maria Doctor and our web designer, Amy Turner.

2. Healthy Work Survey Development

In Jan 2018, the CSE provided a grant to fund the development of the Healthy Work Survey to Drs. BongKyoo Choi (PI, HWS), Marnie Dobson (Co-PI), and Paul Landsbergis (PI of Healthy Work Strategies case studies). In December 2019, Dr. BongKyoo Choi and YoungJu Seo completed the psychometric validation of the HWS. During 2020, the HWS was reviewed by multiple experts and some revisions made. An online version was created using Google Forms and field tested. With the help of Sebastian Segura (Prax) we developed a short, automated email report of individual results that can be delivered if individuals agree to provide an email address. The [HWS for Individuals was launched January 25, 2021](#).

After the launch of the HWS for Individuals, a collaboration was established between CSE and Sebastian Segura’s PRAX (Colombia SA) to create an automated report system for organizations. Sebastian Segura’s expertise was invaluable in setting up a preliminary system using Google Suite tools: Google Forms, Google Sheets (database), and Google

Data Studio (report system). The result is a fully automated, secure system in which organizations may “request access” to the HWS using a Google Form. We then respond to requests via the provided email address within 24 hours outlining our expectations including a response rate of at least 50-60% depending on the size of the organization. Once an organization indicates to us they are ready to begin the survey, we send a unique link to the HWS to the designated representative of the organization. The organization sends this link via email (a template is provided) inviting participation. The link allows data to be collected just for that organization and analyzed as a group. Every variable is coded allowing a report to be automatically generated. In the case of the psychosocial work stressors from the NIOSH Quality of Work Life data, the averages are automatically compared to national averages and a risk level is allocated (low, intermediate, or high) and reflected graphically in the report. See attached example of the report. On **September 6, 2021**, the [Healthy Work Survey for Organizations](#) launched.

3. Healthy Work Strategies (Case Studies)

As the P.I. of the [Healthy Work Strategies](#) case studies project, Dr. Paul Landsbergis and graduate students at SUNY Downstate School of Public Health, contributed additional case studies to the website in 2020-21. Most recently, during the pandemic, these included a new section of case studies called “[Reducing COVID-19-related work stressors.](#)” These case studies summarize some of the efforts by different groups and organizations to reduce COVID-related work stressors, including collective bargaining language, laws and regulations, workers compensation, community advocacy efforts, and efforts to control substance abuse which increased greatly during the pandemic.

4. Promotion of Healthy Work Campaign/HWS

- a. Use of the HWS - Since the launch of the HWS for Individuals, 146 individuals have completed the survey (as of 3/22/22) and 85% have elected to receive a personal report of results via email. When the HWS for Organizations was launched we were able to beta-test the system with a Communications Workers of America union local in San Francisco with 100 members. The President of the Local was very enthusiastic and was finalizing a contract with management. They were able to get 51 respondents to participate in the survey and they broadly reflected the sociodemographics of the Local as a whole. Marnie Dobson and David Le Grande met with the Local President and her bargaining team and local stewards to present the results. A few weeks later we met with management and the union during a joint-labor-management health and safety committee meeting to present the results which were received favorably by management representatives present. Since then we have received 20 requests from various organizations for access to the HWS. A small non-profit (n = 7/7), and a large vocational education center (n = 175/400) have completed the HWS and received a report of results. A

small consulting company has recently begun the survey n = 26. We have consulted with the small non-profit and attended a meeting with board representatives and all staff members. Other organizations continue to be interested in beginning the project and are in various stages of readiness. Between organizations and individuals we have **379 survey respondents** in total.

- b. Newsletters, Articles and Blogs - We have continued to publish multiple Medium articles during the pandemic (see links below), linking the concept of healthy work to the kinds of working conditions that have been affected because of COVID-19 - including remote work, work-life balance, racial and ethnic health disparities due to occupation etc. We have published about 37 blogs during the COVID pandemic beginning in March 2020 (see links below). Our quarterly newsletter was published in 2020-2021 (see below). However, in 2022 we have undertaken to change our format to include a short video introduction by Marnie and Peter and shortening the content, We will be publishing the newsletter every two months.
- c. Presentations - despite pandemic restrictions we have been able to present the Healthy Work Campaign in multiple venues in 2021, including with our partners at Occupational Health Clinics for Ontario Workers (OHCOW) in May 2021, as part of the TWH Affiliate meetings (August, 2020 and February 2022), and as a virtual poster presentation for National COSH conference in December 2021.
- d. Interviews/Podcasts - Marnie Dobson presented the Healthy Work Campaign on the “Accidental Safety Pro” podcast in September 2021 (see below). Peter Schnall and Marnie Dobson present in the second episode of Brigid Schulte’s new Podcast series [Better Life Lab Season 4](#) - American Karoshi and the Future of Work.
- e. Social Media - Thanks to Sherry Reson and Maria Doctor and our team, we have been continuing to build an audience using social media. The HWC Twitter (324 followers), Facebook (167 followers) and LinkedIn (33 followers) are being attended to daily and our reach and engagement is growing, although there is room for improvement. This year, we plan to continue finding effective strategies, as well as test new ones which leverage and grow our interdependency with collegial organizations in the field of occupational safety and health.

Effective strategies we plan to continue implementing include:

- Posting weekly on our @healthyworkknow Twitter, Facebook, and LinkedIn accounts primarily
- Posting occasionally on our @healthyworkknow Instagram account (visual content)
- Posting quarterly (when able) on our Center for Social Epidemiology Facebook and LinkedIn accounts

- Communicating succinctly
- Incorporating original video and other visual content
- Addressing distinct groups (ie: individuals, employers, and unions + worker advocates)
- Tagging and speaking directly to organizations who may be interested in what we are saying/events we are promoting
- Using hashtags that speak not only to the concepts we are promoting (like “#healthywork”), but related ones that are trending or have a broader appeal (like “#mentalhealthmatters” or “#leadership”)

Additional strategies we are now testing include:

- Connecting more intentionally with like-minded organizations to cross-promote on social media for one another *and* collaborate on social media campaigns, where possible
- Developing a more visible social media campaign promoting the Healthy Work Survey *and* collecting worker stories for multimedia content to share on our website

5. Team and Partner changes

- a. [David LeGrande](#), the former National Health & Safety Director for the Communications Workers of America, joined the HWC team in March 2021, as Labor Outreach Coordinator and Strategist. As well, [Sebastian Segura](#) (Prax) joined the HWC team to lead the development and support the technology for the Healthy Work Survey. [Juan Gabriel Ocampo Palacio](#) joined Viviola Gomez and Sebastian Segura to extend HWC resources and tools to Spanish-speaking populations within the U.S. and Latin America. In addition, we have added a Google Translate API and additional app (TranslatePress) to the website to provide Spanish translation of the website.

6. Fundraising

- a. 5/27/21 – “Donate” page added to website
- b. Fundraising campaign (lite) initiated - In 2021, we added a “Donate” page connected to our GoFundMe Charity account. While we never heavily promoted a full-scale, specific fundraiser for outreach efforts, we have made headway recently in resolving the connection between the GoFundMe account funds and the PayPal Giving account now under Center for Social Epidemiology. This year, with your help, we hope to clarify our fundraising strategy and goals (for specific activities) and implement distinct, effective promotional efforts accordingly.

CSE Activities (General) 2021

As well as the HWC, there have been ongoing academic activities by CSE Associates including publishing academic journal articles and book chapters and academic presentations at scientific conferences.

Academic articles published

- [4/6/21 – Editorial published in JOEM on COVID-19 & Work](#)
- [9/14/2020 - Dobson, M, Schnall P, Rosskam E, Landsbergis P. Chapter 16: Work-related burden of absenteeism, presenteeism and disability – an epidemiologic and economic perspective. Handbook of Disability, Work and Health Editors-in-Chief: Ute Bültmann, Johannes Siegrist. C. Prevention strategies and challenges. Springer 2020](#)
- Paul Landsbergis, Javier Garcia-Rivas, Arturo Juarez, BongKyo Choi, Marnie Dobson, Viviola Gomez, Niklas Krause, Jian Li and Peter Schnall. Occupational Psychosocial Factors and Cardiovascular Disease. In: Tetrick LE, Fisher GG, Ford MT, Quick JC. Handbook of Occupational Health Psychology. 3rd edition (in press).

Academic presentations

- [5/21/21-7/23/21 – “Work, Stress & Health” Suramericana webinar series \(6/4/21 update\)](#)
- [9/14/21-9/15/21 – APA-NIOSH Work Stress and Health Virtual conference](#)
- [10/21/21 – Keynote Presentation at 6th International Seminar on Safe Work, Superior Labor Court, Brazil](#)

CSE/HWC Goals 2022

As we begin our activities for the new year, 2022 already looks to be a busy one. We have launched our first live Webinar event [“How to use the Healthy Work Survey for Organizations”](#) to be presented by Marnie Dobson and Pouran Faghri on March 2, 2022 with over 50 registrants to date. We have attended the NIOSH TWH Affiliate virtual meetings on Feb 17-18 and are presenting in several upcoming webinars and lectures.

This year we have some new goals for the CSE Board including:

- a. Enlarging the role of CSE Board of Trustees
- b. Drafting an updated Mission statement
- c. Protection of Board members/ consultants/ insurance
- d. Recruit new board members to assist project

A priority goal for the HWC is to focus on outreach to organizations (employers/business, unions, OSH groups etc.) to encourage the uptake of the HWS and workplace organizational changes.

David LeGrande, HWC Labor Outreach Strategist has already made great strides in reaching out to colleagues in the labor movement interested in health & safety. This has led to multiple meetings between the HWC and union representatives in CWA, AFGE, AFT, and NUHW.

Another priority goal is to increase HWC outreach to workers. In particular we are beginning a campaign to collect worker stories, including in a written format (see Share Your Story page), and as audio or video formats. Maria Doctor, as a video producer, has been beginning the outreach to HWS participants who agreed to be contacted, and interviews are underway. We are also considering a campaign to approach labor unions or OSH groups for support by sharing our information with members.

CSE staff and directors of the HWC feel that we would benefit from a CSE Board of Trustees that is more engaged with our activities and able to give us some additional real life perspectives. For example, we could use more input on legal issues facing the CSE and the HWC going forward. Among our concerns are proper protection of the CSE and staff from legal actions from hostile parties as well as guidance on copyright issues. Also we want to ensure we provide appropriate protections to users of our materials such as those working people who fill out our survey. These are all issues we are currently investigating but feel we need more discussion about. We are interested in learning if our current board members would be willing to meet with us annually to discuss many of the issues raised above and in this report.

HWC publications and media links

- c. [Newsletter](#)
 - i. [03/18/2021 - Healthy Work Campaign - Spring 2021 News](#)
 - ii. [06/26/2021 - Healthy Work Campaign - Summer 2021 News](#)
 - iii. [09/09/2021 - Healthy Work Campaign - Fall 2021 News \(corrected\)](#)
 - iv. [12/22/2021 - Healthy Work Campaign - Winter 2021 News](#)
- d. [HWS videos](#)
 - i. [9/7/21 - HWC Survey for Organizations Launch Video](#)
 - ii. [9/28/21 - Healthy Work Survey for Orgs Slideshow Video](#)
 - iii. [12/21/21 - Healthy Work Survey for Individuals Intro Video](#)
- e. [Medium](#)
 - i. [5/12/21 - "Work Stress in the Age of COVID: What Can We Do?" \(Marnie & Pouran\)](#)
 - ii. [8/20/21 - "Remote Work or Return to the Office? It depends..." \(Marnie & Pouran\)](#)
- f. [Blog](#)
 - i. [15 blog posts throughout the year](#)
- g. [Healthy Work Strategy Case Studies](#)
 - i. [2/1/21 - "Action research intervention with urban bus drivers in Copenhagen Denmark"](#)
 - ii. [2/1/21 - "Reducing COVID-19-related work stressors" - new section](#)
 - 1. [Introduction](#)
 - 2. [Collective bargaining \(updated in August\)](#)
 - 3. [Laws and regulations](#)
 - 4. [Workers' compensation](#)
 - 5. [Community organizations' advocacy efforts](#)
 - iii. [3/4/21 - Reducing COVID-19-related work stressors: case study 6, "Substance use"](#)
 - iv. [4/14/21 - "Panic Buttons: An intervention to prevent psychological trauma and physical assault among hotel housekeepers"](#)
 - v. [10/5/21 - "A national standard for psychological health and safety in the workplace in Canada"](#)
- 7. HWC external presentations
 - a. [Webinars](#)
 - i. [5/28/21 - Webinar on Survey for Organizations for OHCOW](#)
 - ii. [12/8/21 - HWC Poster Presentation at COSH CON 2021](#)
 - b. [Podcasts](#)
 - i. [9/8/21 - Dr. Dobson on "The Accidental Safety Pro"](#)