

2024 Impact Report

April
2024

Center for
Social
Epidemiology



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CSE 2024 Year in Review from Dr. Peter Schnall Executive Director

Members of the CSE Board,

I am hoping we are going to look back on 2024 with fond memories as a lot of good things happened for us which unfortunately are threatened to be lost in the shuffle by current events.



First, a lot of energy went into improving our website to make it easier for employers and workers to easily access our knowledge about work stressors and health. Thank you to our web designer, Clarissa Celestino, we have an exceptional, new professional website,

Second, the Work Stress Solutions Guide for Employers, was launched this past July along with our new website. Great work Pوران and Marnie and the rest of the team! The GUIDE is available (for free as are all our materials and services) to employers.

Third, sadly we said goodbye to our colleague and friend Maria Doctor, who served as the HWC Program Manager and Content Producer for almost 7 years. Maria made a profound impact on the HWC producing the Working on Empty documentary teaser, and all of the HWC video content and much of the graphic material and website content over the years. She was an invaluable member of the team. We wish her the very best as she pursues her new creative interests as an independent film maker.

Lastly as we enter the year 2025 we have been fortunate enough to hire Zack Kaldveer, a bay area resident with excellent political awareness and writing skills. Check out our new online Linked-in posts, coordinated by Zack, Marnie and our HWC team members, which document the serious negative impact of recent governmental changes to our federal government especially the loss of NIOSH.

Respectfully yours,

A handwritten signature in black ink, appearing to read "P. Schnall".

Summary

2024 was a year of change and restructuring for the Center and the Healthy Work Campaign. We also met most of our 2024 Goals!

We kicked off the year fulfilling our goals set in 2023 of hiring a professional development consultant. Anna Barbosa. Anna's expertise was invaluable in developing a new organizational chart, and a 5 Year Strategic Plan. In addition, Anna consulted with us to reconceptualize our healthywork.org website and set up a new fundraising support page so that we would be ready to develop fundraising goals.

In March 2024 we hired web designer, Clarissa Celestino, who worked closely with HWC staff Maria Doctor to completely revamp healthywork.org. By July 2024 this project was completed with a new professional website, tailored to our Center and the HWC programs.

The Healthy Work Survey was translated into Spanish by our Spanish-language Content specialist Dr. Viviola Gomez-Ortiz and is currently in progress to be available online.

The Work Stress Solutions Guide for Employers, was launched in July with the new website. A six month project, it was developed and completed by Dr. Pouran Faghri and Dr. Marnie Dobson with input from HWC team members and other OSH experts. It is freely available to employers to guide them in a systems process to implement work stress reduction in their organizations.

The HWS has now been completed by over 6000 individuals and 16 organizations. We have had ongoing collaborations with labor unions and employers, including one labor-management partnership, to successfully conduct the HWS.

As well we have continued to promote the HWC messages through press releases, social media and online articles.

Our HWC team have authored and coauthored multiple scientific articles and presented at webinars, workshops and conferences throughout the year.

Sincerely,
Marnie Dobson, Ph.D.
HWC Programs Director

Our Story So Far

OUR HISTORY

Center for Social Epidemiology (CSE) is a 501(c)(3) nonprofit foundation based in California, founded in 1988 by Dr. Peter Schnall and his family. For over three decades now, the Center has been conducting and sharing scientific research on workplace stress and its effects on worker mental health and cardiovascular disease.

In 2019, the CSE launched the Healthy Work Campaign.

OUR MISSION

The Healthy Work Campaign is a public health campaign focused on raising awareness in the U.S. about the health impacts of work stress on working people.

We aim to share knowledge, tools and strategies with working people and other workplace stakeholders to reduce sources of stress at work, and improve working conditions and worker health.

Our goals include educating the public, equipping organizations with tools and strategies to address work stress, and inspiring action on all levels to reduce and prevent the epidemic of work stress.

IN OTHER WORDS

We aim to share knowledge, tools and strategies with working people and other workplace stakeholders to reduce sources of stress at work, and improve working conditions and worker health.



"Stress from
the workplace
is a public health crisis.

It causes
burnout and other
mental health problems.
But it doesn't have
to be this way."

- Dr. Marnie Dobson Zimmerman

Our 2024 Goals

1

Expand

Expand our outreach to decision makers, thought leaders, and working people.

2

Recruit

Recruit organizations and individuals to learn about healthy work principles and adopt the Healthy Work Pledge.

3

Translate

Translate the Healthy Work Survey into Spanish and expand our content for Spanish speakers.

4

Serve

Serve organizations who wish to use the Healthy Work Survey, and increase our direct outreach to more.

5

Grow

Grow our audience and increase our impact, leveraging web content, social media, video, and press engagement.

2024

Accomplishments

We reflected on our 2024 accomplishments and challenges.

We grew our audiences and outreach through a redesigned website.

Met development and growth goals by establishing support mechanisms.

Considered new avenues for growth and more effective ways to meet goals and sustain HWC and the Center for Social Epidemiology.

The summaries and outcomes below detail our progress and highlight areas for growth.

PROJECTS	SUMMARY	OUTCOMES
Finances	Budget, managed by Peter Schnall	Operated within our \$250,000 budget
Scientific Writing & Publishing	CSE research associates published several academic articles in 2024	<u>Dobson et al Letter to Editor re Schulte Am J Ind Medicine</u> <u>Landsbergis et al Prevention of Hypertension JWEH</u> <u>Occupational Inequalities in CVD Mortality AJIM</u> <u>Mental Health among Urban Public Transit Workers J Transport & Health</u> <u>Occupational Psychosocial Factors and CVD Chapter. Handbook of OHP V3 APA</u> <u>Long work hours and CVD Occup Med.</u> <u>ABP studies needed Letter to Editor JECH</u>

PROJECTS

SUMMARY

Scientific
Conferences,
Presentations,
Webinars

Preparation and
presentation of -
issues related to work,
worker health, and
the Healthy Work
Campaign

DETAILS & OUTCOMES

- **3/18/2024** - Marnie Dobson, HWS findings, State of the HHSA Union Presentation, Virtual, California
- **5/7/2024** - Marnie Dobson, Panel Presenter, California Labor Lab: A Total Worker Health Center of Excellence, UC Berkeley Virtual Conference.
- **7/18/2024** - Paul Landsbergis interviewed by AP on public transit worker stress and health:
 - Mass Transit Columbus Ohio
 - Transit Workers Urban Violence
- **August 2024**, USW-CWA Health Safety and Environment Conference, David LeGrande along with John Ouydk, conducted six workshops on Using Work Organization Issues in Collective Bargaining.



Development of the
Work Stress Solutions
for Employers Guide - [a](#)
[Downloadable PDF](#)

Pouran Faghri and Marnie Dobson developed and launched (on website and social media) the Work Stress Solutions for Employers Guide - May 2024, over 300 downloads.

New/Ongoing
HWC/HWS Labor
Collaborations:

Ongoing collaboration between HWC and CWA Local 1168, David LeGrande, helped initiate education and research efforts with Local 1168 and the employer, a large health care system. This activity continues with survey findings being introduced in present collective bargaining between the local and management.

Work organization activities with the AFT. As a member of the union's national occupational health and safety wellness committee (along with Paul), I participated in the union's periodic meeting to address work organization and related issues within represented work locations as well as the continued development of a national training program on work organization and stress. Within the AFT, this activity is spearheaded by Amy Bahruth. Also, I worked with Amy in preparation for a panel presentation at the 2025 Work, Stress, and Health Conference in July, 2025.



Healthy Work Survey

Year	Organizations requesting access	Organizations conducting HWS	HWS completed from:	
			Organizations	Individuals
2021	-			
2024	123	16	2,655	3,390
2024	38	3		1,431

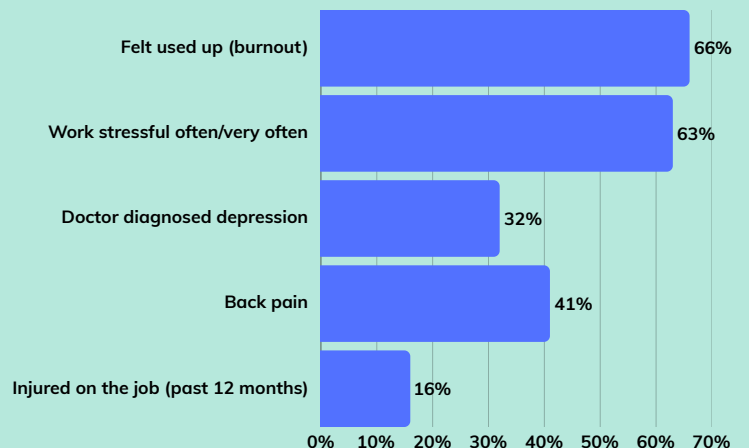
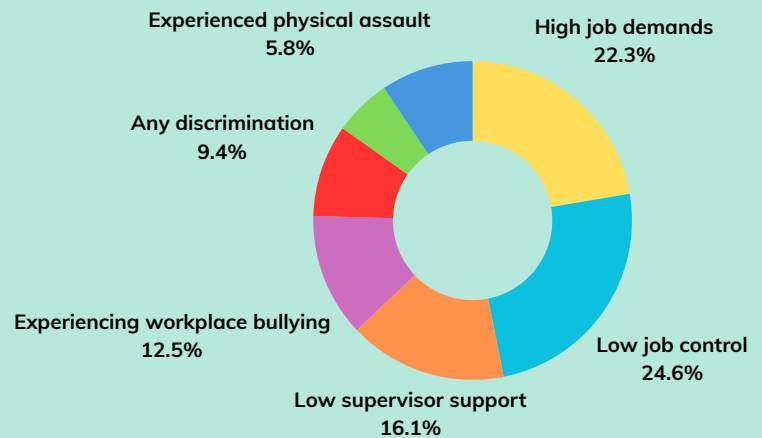
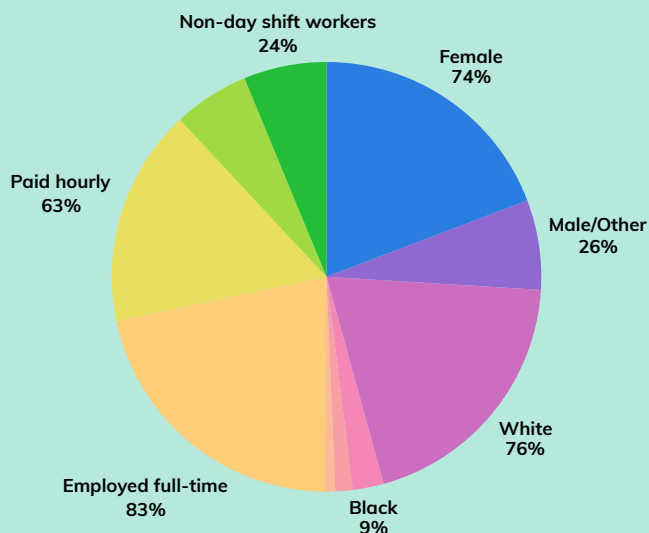
California HHSA (public agency)

Completed Follow-up: presentation of results to Executive Leadership Team, Branch Managers, All Staff Meeting, and Unions - Jan-Feb 2024

Major NY State healthcare company in partnership with labor unions

Surveyed 11,000 employees, from 8 facilities between December 2024 - January 2025

1,431 HWS collected in 2024 - Data:



PROJECTS	SUMMARY	DETAILS & OUTCOMES
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Healthy Work
Survey Update

Collaboration with Dr.
Louis Fazen -
psychometric analysis of
HWS scales using 2022
NIOSH Quality of Work
Life data

HWS to be updated:
Remove Covid-19
questions
Add 3 new questions
(demands, job loss, intent
to leave) Redesign
reports

Campaign
Content &
Promotion
(continued)

Continued to build our
social media, web, and
press presence

HWC content
presentations and
workshops:

1-22-24 - Marnie Dobson Presentation about HWC and non-profit to Policy and Business Management Class at Stockton University, New Jersey, Professor Maritza Jauregui

9-24-24 - Marnie Dobson Work-related Psychosocial Interventions: The Healthy Work Campaign. Professor Juan Gabriel Garcia - guest lecture

10-29-24 - Press Release: The Healthy Work Campaign and Colleagues Publish a Letter Advocating for NIOSH and OSHA to Develop a National Regulation to Limit Work Stress



2025 Vision & Goals

1 Update HWS

Implement changes to the Healthy Work Survey to shorten and sharpen quality

2 Influence

Boost social media presence to expand reach and engagement with target audiences.

3 Grant Writing

Develop and submit proposals to obtain funding for projects and initiatives.

4 Coalitions

Collaborate with partners, OSH organizations, supporters to advocate for worker health protections and research.

Vision

Through all of these goals and strategies, we aim to continue to expand our reach and increase our impact, in order to fulfill our mission to reduce sources of stress at work, and improve working conditions and worker health.

Ways to Support

1

Join the Movement

Subscribe to our e-news to get periodic campaign updates and the latest resources.

2

Donate

Power our mission by providing a one-time or monthly donation.

3

Employer Matching

Build our capacity to help workers by leveraging your employer matching program.

4

Partner Giving

Extend the reach of our programs through higher-level donations and resources.

Join us in our mission
to make work healthier for all.



If we want healthy people,
we need healthy work.

Acknowledgments

We acknowledge the ongoing contributions of the people who work tirelessly on the projects mentioned within this report.

David LeGrande
Paul Landsbergis
Pouran Faghri
Sebastian Segura
Viviola Gomez Ortiz
Juan Gabriel Ocampo
Ellen Rosskam

Melika Mobini
Edy Hernandez
Jasmine Batres
George Khouri
Zachary Schnall
(Bander Productions)

and our many
Partner Organizations

We thank you for your
continued support of
our programs.



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