

# ***COVID-19 Webinar Series:*** **Addressing COVID-19's Health Disparities**

For Technical Difficulties:



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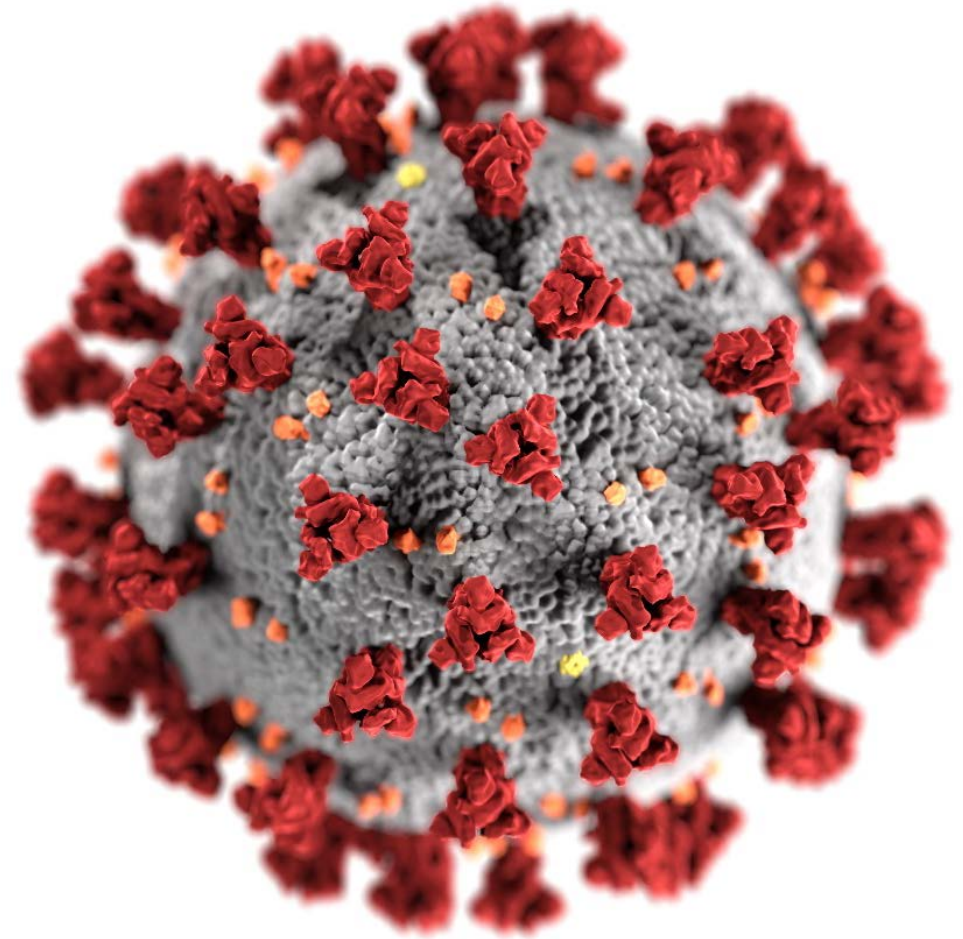
- **Chris Trahan Cain, CIH, Executive Director, CPWR**
- **Christina Socias-Morales, DrPH, Research Epidemiologist, Office of Construction Safety and Health, NIOSH**
- **Michael Flynn, Public Health Advisor, Coordinator of the Occupational Health Equity Program, NIOSH**
- **Ann Marie Dale, PhD, OTR/L, Professor, Washington University School of Medicine**
- **Carl Heinlein, ARM, CSP, CRIS, Sr. Safety Consultant, American Contractors Insurance Group**

# Construction and COVID-19 Updates



**Christina Socias-Morales, DrPH**  
**National Institute for Occupational Safety and Health**  
**Centers for Disease Control and Prevention**  
**U.S. Department of Health and Human Services**

**30 July 2020**



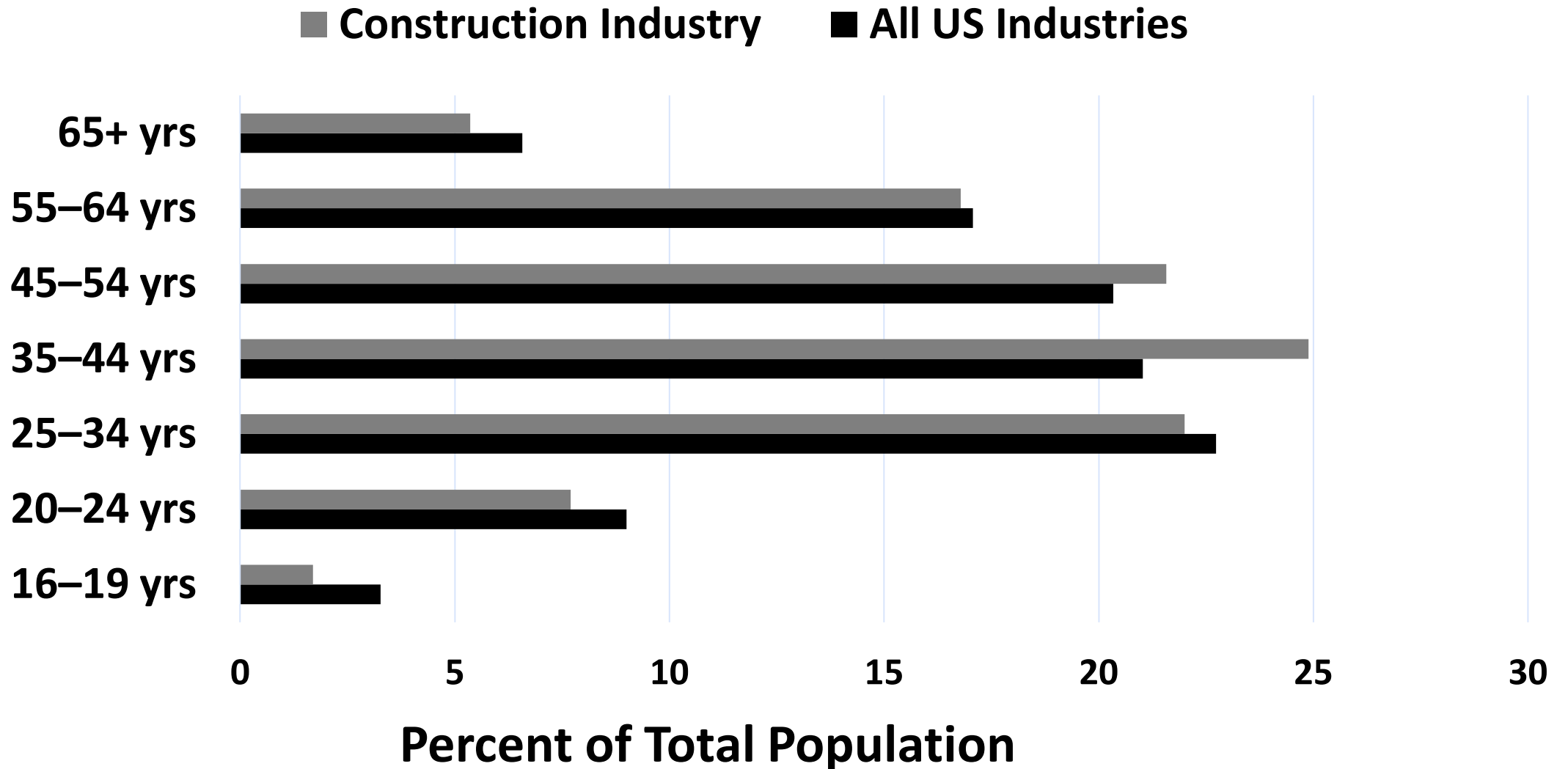
**[cdc.gov/coronavirus](https://cdc.gov/coronavirus)**

# COVID Topics

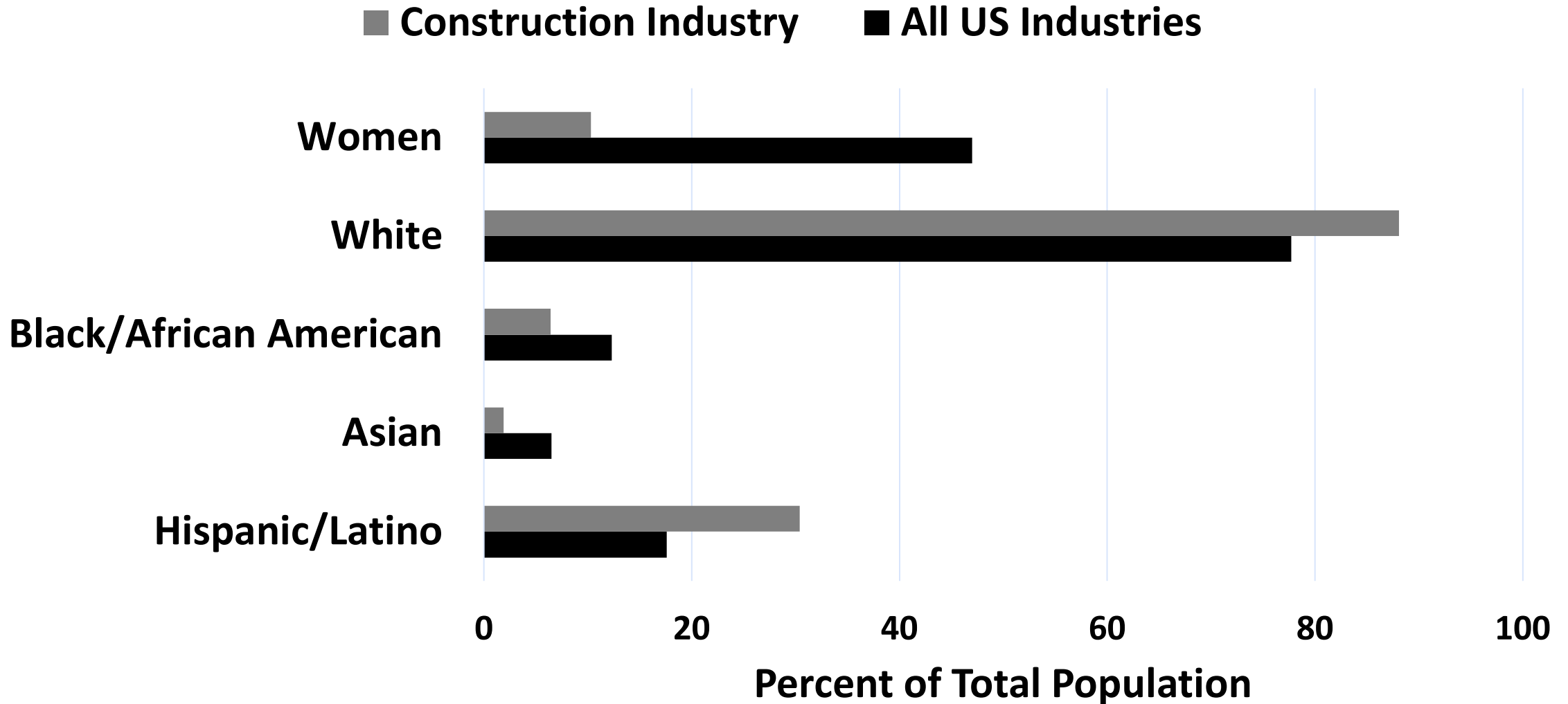


- Construction Workforce by Age, Sex, Race, and Ethnicity
- COVID-19 Hospitalizations by Age, Sex, Race, and Ethnicity
- Recent MMWR Articles
  - COVID-19 Prevalence Survey (Indiana)
  - COVID-19 Symptom Duration and Risk Factors for Delayed Return to Usual Health (Multi-state)

# Employed Persons by Age – 2019



# Employed Persons by Sex, Race, and Ethnicity – 2019



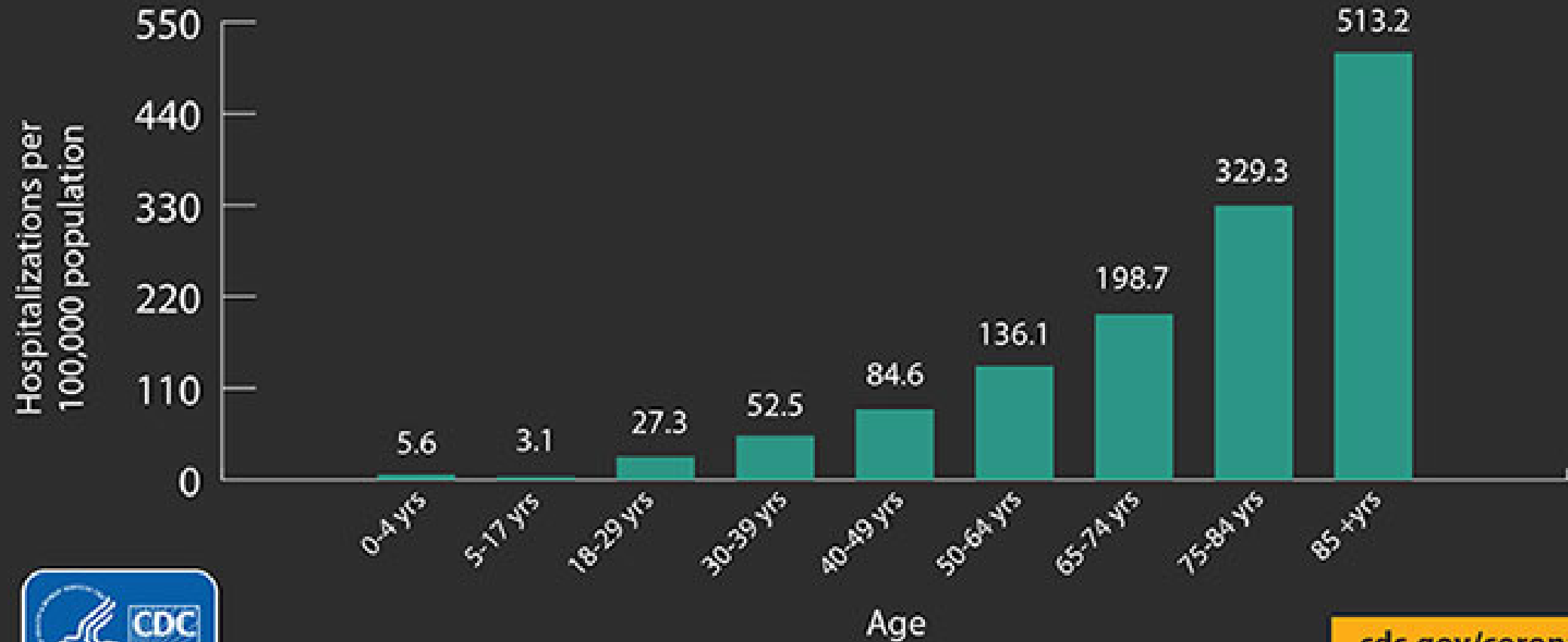
NATIONAL CENTER FOR HEALTH STATISTICS (NCHS) MORTALITY REPORTING SYSTEM

# Coronavirus Disease 2019 (COVID-19)-Associated Hospitalization Surveillance Network (COVID-NET)

DATA THROUGH WEEK ENDING JUNE 6, 2020

**LATEST  
DATA**

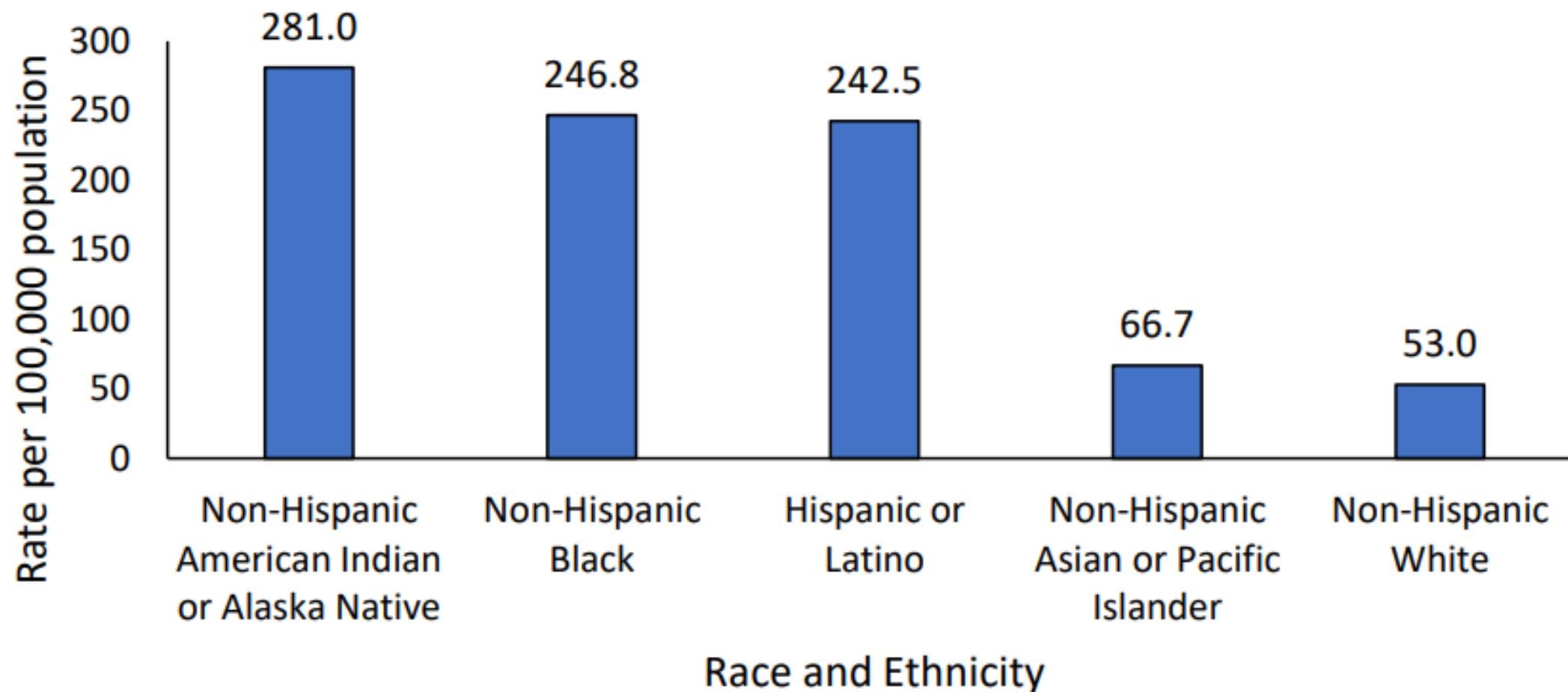
JUNE 6, 2020



[cdc.gov/coronavirus](https://www.cdc.gov/coronavirus)

<https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/older-adults.html>

## Age-adjusted COVID-19-associated hospitalization rates by race and ethnicity — COVID-NET, March 1–July 18, 2020



# Indiana survey found higher rates of COVID-19 infection among Hispanic/Latino participants in April\*



## To slow spread in minority communities:

### Evidence of current or previous infection

All participants



2%

Hispanic participants



8%

### Everyone should

- ✓ Social distance
- ✓ Wash hands frequently
- ✓ Wear cloth face coverings

\*3,658 participants in a random sample survey in April; RT-PCR and serologic laboratory tests

### Communities can

- ✓ Involve local leaders
- ✓ Provide language-appropriate education
- ✓ Increase testing and contact tracing
- ✓ Decrease workplace exposures

CDC.GOV

[bit.ly/MMWR72120](https://bit.ly/MMWR72120)

MMWR

[https://www.cdc.gov/mmwr/volumes/69/wr/mm6929e1.htm?s\\_cid=mm6929e1\\_w](https://www.cdc.gov/mmwr/volumes/69/wr/mm6929e1.htm?s_cid=mm6929e1_w)



# Recovery from COVID-19 can take a long time, even in young adults with no chronic conditions



**1 in 5**

**previously healthy young adults\* weren't back to usual health 14-21 days after testing positive**

\*ages 18-34  
Random sample of adult outpatients with COVID-19 from 14 U.S. academic health care systems

**CDC.GOV**

**bit.ly/MMWR72420**

**MMWR**

## To stay well and protect others...



Stay 6 feet away from others not living in your household



Wash hands often

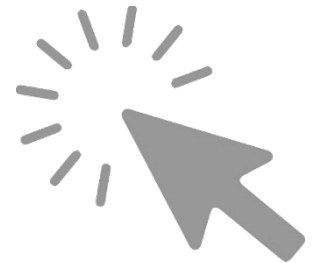


Wear face coverings consistently and correctly in public

# For More Information



- CPWR COVID-19 Clearinghouse <http://covid.elcosh.org/>
- CDC COVID-19 Construction: <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/construction-workers.html>
- CDC COVID-19 Resuming Business Toolkit: <https://www.cdc.gov/coronavirus/2019-ncov/downloads/community/Resuming-Business-Toolkit.pdf>
- CDC Interim Guidance for Businesses and Employers to Plan and Respond to Coronavirus Disease 2019 website: [www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html)
- CDC Prepare your Small Business and Workers for the Effects of COVID-19 website: [www.cdc.gov/coronavirus/2019-ncov/community/guidance-small-business.html](http://www.cdc.gov/coronavirus/2019-ncov/community/guidance-small-business.html)
- NIOSH Directory of Construction Resources: <https://www.cdc.gov/niosh/construction/default.html>
- OSHA COVID-19 Construction: <https://www.osha.gov/SLTC/covid-19/construction.html>
- CDCINFO: 1-800-CDC-INFO (1-800-232-4636) | TTY: 1-888-232-6348 | website: [www.cdc.gov/info](http://www.cdc.gov/info)



# Promoting Occupational Health Equity

## Addressing COVID-19's Health Disparities Webinar

July 30, 2020

Michael Flynn, MA

Coordinator,  
Occupational Health Equity Program

The findings and conclusions in this presentation are those of the author and do not necessarily represent the official position of the Centers for Disease Control and Prevention .

# Work and Health Inequities

- Complex relationship between work and health
  - Broader than traditional OSH
- Social inequities
  - Work contributes to inequitable distribution of health outcomes
  - Overrepresentation of minority, low-wage workers
    - Essential jobs
    - Unemployment

# Occupational Health Equity

- How we organize society, industries, organizations and jobs impacts the distribution of positive and negative work-related health outcomes
- Occupational Health Equity program (OHE) works to identify and eliminate *avoidable* differences in workplace disease incidence, mental illness, or morbidity and mortality that are closely linked with **social, economic, and/or environmental disadvantage**.

# Diversifying Workforce

- Gender
  - Move to non-traditional occupations
- Age
  - Working later in life
- Ethnic/Racial
  - By 2042, there will be no ethnic/racial majority group in the United States
    - 30% construction workforce is Latino
- Immigration
  - In 2050 immigrants will represent 23% of working age adults

# Accounting for Differences

- Different perspectives
  - Knowledge
    - Different materials, different regulations (N95 vs bandana)
  - Culture
    - Workers
      - What they bring with them – what is risky?
    - Institutions
      - “How we do thing here” – Open door policy
  - Structures
    - Access to resources – Govt benefits
- Don't Assume a Common Understanding

# Developing Inclusive Organizations

- Three key areas
  - Personnel
    - Bi-lingual/bi-cultural infrastructure
    - At what levels?
  - Practices
    - Workers and institutions must adapt
      - Tailoring trainings
      - Actively include
  - Partnerships
    - ‘hard to reach’ vs. hardly reached
    - Plug into existing infrastructure



# Moving Forward

- Address immediate needs while developing institutional capacity
  - Reactive and proactive
- Identify and adapt to existing partner program
  - Limit burden, increase ROI
  - Institutionalization = sustainability
- Build and maintain relationships
  - Include partners in planning and funding
- Resources
  - [NIOSH Occupational Health Equity Website](#)
  - [CDC Health Equity Website](#)

# Thank You

Michael Flynn  
Coordinator,  
NIOSH Occupational Health Equity Program  
[mflynn@cdc.gov](mailto:mflynn@cdc.gov)

# Strategies to control COVID transmission among minorities

**Ann Marie Dale**



# Minority workers

- Prefer to congregate together
  - reason why so many are employed in the same trade, same employer, same location
  - often work, travel and even live in close proximity
  - racial and ethnic culture is social and supports each other (ie childcare/eldercare)
  - Many individuals struggling with mental health issues- working together provides support and resilience in difficult times
- Higher prevalence of COVID cases among some minorities
  - higher rate of comorbidities
  - cases higher in zip codes with lower incomes
  - live in close proximity within neighborhoods

# Leverage on their culture to support the health of minorities in the trades

- Keep workers in groups or “families” (live, travel, work together).
  - Minimize group size
    - if one becomes a case, all may need to quarantine
  - Let workers choose their “group” to aid work/travel logistics
- Provide education/training on best practices
  - Educate about social distancing, importance of face coverings and hand washing/sanitizing
  - Provide training and worksite signage in employee’s native language

# Leverage on their culture

- Seek a group/family representative to encourage healthy behaviors both at work and outside of work
- Get input from workers on best practices/ideas to change work activities to reduce risk
- Face covering compliance is particularly challenging.
  - One contractor who has a large group of Hispanic employees had his own kids make masks for the workers to show his concern.
  - Some workers were more willing to wear neck gators that cover mouth and nose
  - Ask if one of the workers has a family/friend among them who has skills to make masks to provide for the group (to get group buy-in).
  - Manage heat stress through hydration/breaks from heat

# Strategies and best practices for all workers

- Good policies and practices will benefit minority workers
  - Provide more tools to eliminate sharing (fewer in person contacts and need to clean)
  - Use mechanical means to transport loads particularly for heavy loads requiring two or more workers to lift/carry
  - Use practices that allow one worker to perform the task rather than two.
- Recommend all employees consider their individual needs and risks and act accordingly. Help workers understand risks of exposure to COVID from others at work, in the community, and at home

# Addressing COVID-19's Health Disparities



**Carl Heinlein, ARM, CSP, CRIS**

**Sr. Safety Consultant, American Contractors Insurance Group**



# July is National Minority Mental-Health Awareness Month

*Mental-health conditions do not discriminate based on race, color, gender or identity.*

Anyone can experience the challenges of mental illness, regardless of their background. However, background and identity can make access to mental-health treatment much more difficult.

## STRENGTH over SILENCE

Cleveland Browns' offensive tackle Chris Hubbard tackles mental-health stigma in his hometown of Columbus GA.



## Your voice is meant to be heard; you are not alone.

- This is a caring workplace where you are encouraged to ask for support.
- The **National Alliance on Mental Illness** HelpLine can be reached Monday through Friday, 7 am-3 pm PST, at **800.950.6264**.
- Get help for you and your loved ones with NAMI mental-health resources. Find them on-line at **www.nami.org**.
- Help is available 24/7 via the National Suicide-Prevention Lifeline at **800.273.8255**.

Scan this QR code to learn more about National  
Minority Mental-Health Awareness Month.

Source: NAMI.org



Learn more about  
Culture of CARE at  
**AGCWA.COM**



<https://www.agcwa.com/wp-content/uploads/2020/06/MinorityMntlHlth-poster-8.5x11-FNL.pdf>



## HR Best Practices and Jobsite Resources

Providing our members with a variety of tools to help in creating and maintaining a Culture of CARE.

- [HR Resources](#)
- [Toolbox Talks](#)
- [Posters, Hardhat Stickers, Logos](#)

## HR Resources

### Anti-Harassment & Discrimination Videos

Traditional Anti-Harassment & Discrimination Training is an important and necessary tool to set expectations in the workplace. For next level training to enhance your diversity & inclusion efforts, see [Culture of CARE Training Resources](#).

- [Supervisor Anti-Harassment & Discrimination Training](#) – order [here](#).
- [Worker Anti-Harassment & Discrimination Training](#) – order [here](#).

### Top-20 Best HR Practices for Diversity

AGC of Washington contractors came together in collaboration with HR and equity expert [Keonna Jackson](#) to give your firm a road map of where and how to start implementing HR policies that will advance your diversity and equity goals.

### Sample Diversity & Inclusion Policy

Along with your anti-harassment and discrimination policy, a diversity & inclusion policy can be a useful tool with which to reinforce the cultural goals of your organization. Use the sample as is, or edit it to best fit your company's culture and needs.

## Culture of CARE: Including Mental Health in Your COVID-19 Response

Some best practices to help increase the support and sense of control for vulnerable workers dealing with COVID-19 stress. [Click here](#).

### Unconscious Bias Resources

Unconscious bias is something we should all be aware of and considering in every corner of our industry. Share these polished, poignant and entertaining resources from our corporate neighbors [Google](#), [Facebook](#), [MTV](#) and [Ted Talks](#).

- [Introduction to Unconscious Bias](#)
- [Managing Unconscious Bias](#)
- [Seven-Day Bias-Cleanse Challenge](#)
- [What Does My Headscarf Mean to You? TEDx](#)

### OMG! Do I Look Like a Girl?



<https://www.agcwa.com/hr-and-jobsite-tools/>

# Q&A

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