

A Strategy to Advance Health Equity Science & Solutions at NIOSH

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Background

Health Equity Science Principles

-  Conduct **health equity science for action**
-  Clarify uses of **race and ethnicity**
-  Promote the visibility of **groups that might be inadequately represented**
-  Emphasize **drivers** of inequity
-  Use appropriate **measures** of disparity
-  Address the **contexts** that contribute to health inequities

- Burton DC, Kelly A, Cardo D, Daskalakis D, Huang DT, Penman-Aguilar A, Raghunathan PL, Zhu BP, Bunnell R. Principles of Health Equity Science for Public Health Action. Public Health Rep. 2023 Dec 3:333549231213162. doi: 10.1177/00333549231213162. Epub ahead of print. PMID: 38044623.
- <https://intranet.cdc.gov/healthequity/downloads/health-equity-science-principles-document-final.pdf>

NIOSH Health Equity Science & Solutions (HESS) Strategy

Development of Division and Lab HESS Goals

Component 1

- Each division/lab developed and adopted customized goals to advance HESS

EXAMPLE: Division/Lab Goal Statement

By December 2025, increase the dissemination of science focused on working populations that have been underserved to ensure that the scientific innovation produced or stimulated by (division) helps reduce occupational safety and health inequities affecting them.



Development of Cross-Cutting HESS Goals

Component 2

NIOSH HESS Collaborative

- Identified common themes among Division/Lab HESS goals
- Generated cross-cutting HESS goals



Cross-Cutting HESS Goals (NIOSH OD)

Goal 1: Transform Research Approaches & Data Practices to Advance Health Equity

Modernized program and Institute policies/practices that support inclusion of diverse populations in OSH research and that stimulate more work with a specific health equity lens

New research measures, methodologies, data analytic and interpretative approaches to document and understand OSH inequities/disparities

New funding priorities, mechanisms, strategies, and/or opportunities to build the OSH equity-focused research portfolio

Goal 2: Increase and Enhance Outreach and Dissemination Efforts to Advance Health Equity

Enhanced program and Institute practices to increase and accelerate translation and dissemination of OSH findings

Innovative strategies to identify diverse and effective channels for disseminating OSH solutions to populations impacted by health inequities

New funding mechanisms, strategies, and/or opportunities to encourage OSH-focused translation and dissemination efforts

Goal 3: Build and Sustain Institute and National Capacity to Advance Health Equity

New or enhanced partnerships and collaborations to support and facilitate OSH equity projects & initiatives

Focused strategic outreach and recruitment efforts to increase scientific workforce diversity in OSH

Accelerated development & deployment of new training, information, and tools to help build OSH equity skills in the scientific workforce



- As of Fall 2023, the NIOSH HESS Strategy (Components 1 & 2) was comprised of *15* goals linked with *45* milestones and *33* indicators



Example: Goal

By 12/31/25, increase the dissemination of science addressing underserved working populations to ensure that the scientific innovation produced or stimulated by (Division/Lab) helps reduce occupational safety and health inequities.

Example: Milestone

By Dec 2025, 40% of products will address underserved working populations.

- a. (Division) management will annually review project plans and milestones to ensure:
 - i. plans for products include reporting data on underserved working populations when feasible.
 - ii. inclusion of products focused on underserved working populations.
- b. (Division) management will monitor progress through quarterly milestone reports.

Example: Indicator

% of products (e.g., peer-reviewed articles, NIOSH documents, infographics, trade journal articles) that address underserved working populations will increase from a baseline of 25% (FY21) to 40% (CY22-25)



Status of GOAL progress

There are a total of **15** HESS goals as of **Fall 2023**.
100% of the goals have been completed or are on track for completion (**n=15**).
0% have made limited or slow progress (**n=0**)

Goal Progress by Division and Status



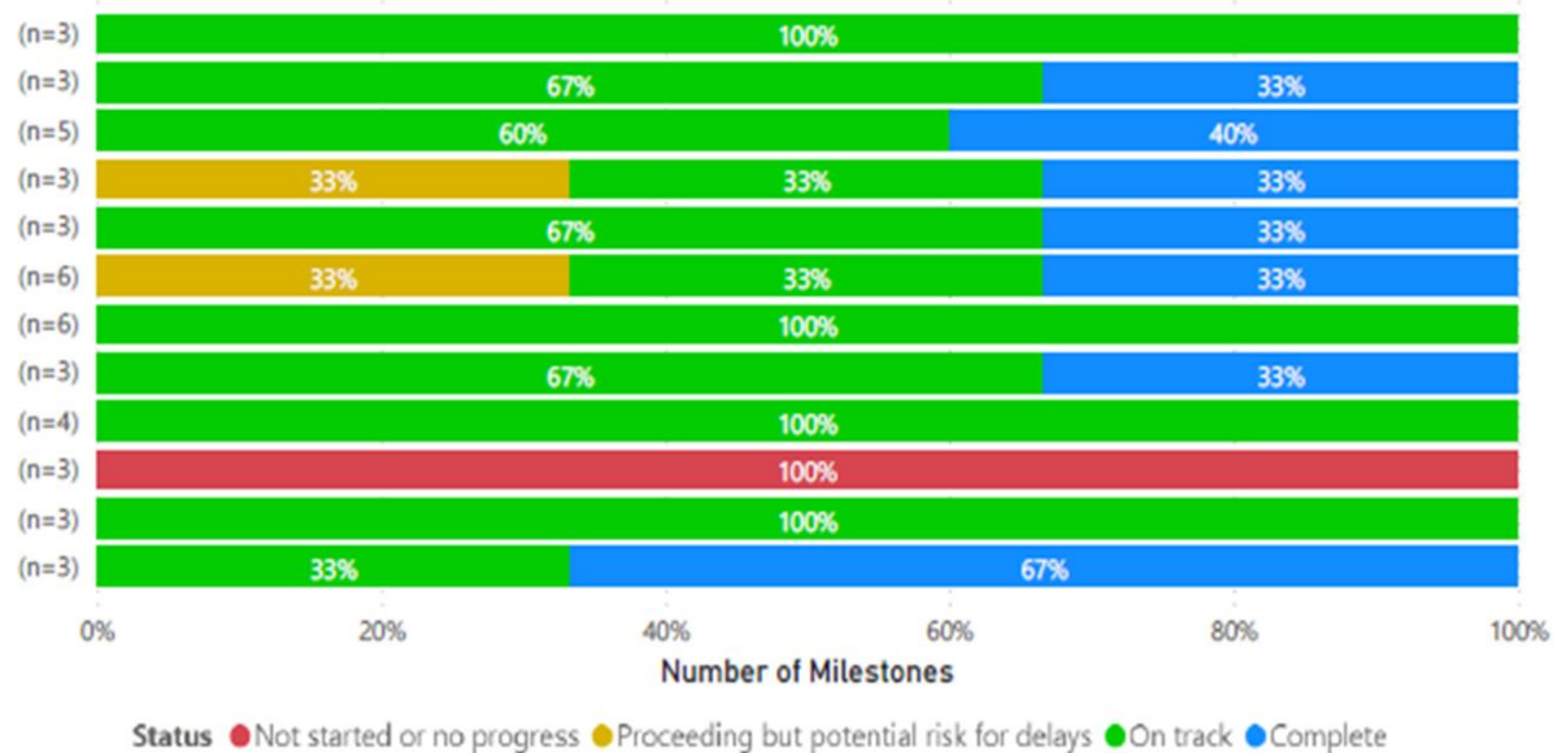
Status of MILESTONE progress

There are a total of **45** milestones.

87% (n=39) of activities are reported as completed or on track.

13% (n=6) are reported as either delayed or having minimal/no progress.

Milestone Progress by Division and Status



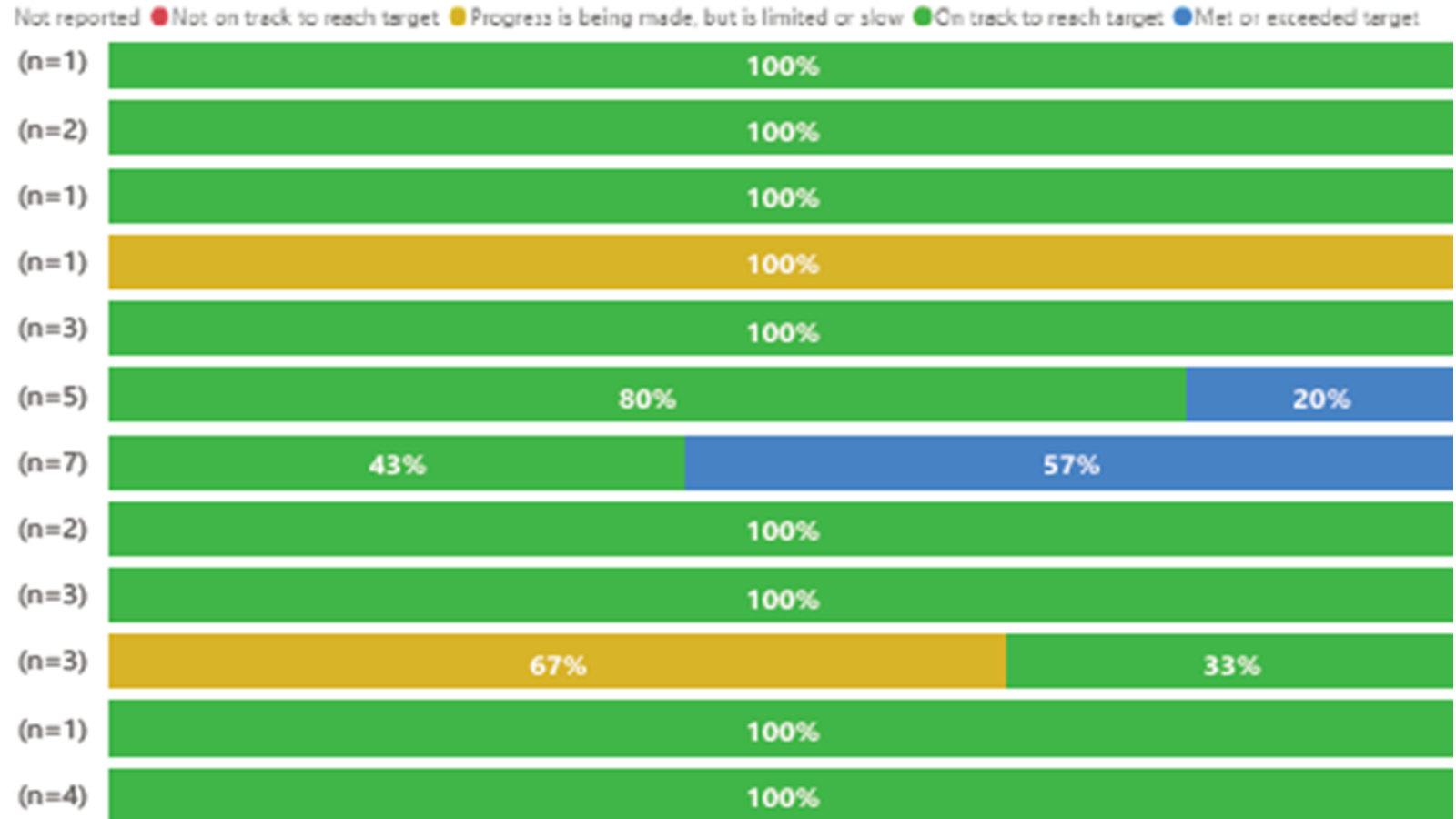
Status of INDICATOR progress

There are 33 indicators.

91% (n=30) of indicators have met or are on track to meet their target.

9% (n=3) are reported as delayed or limited/slow progress.

Indicator Progress by Division



Cross -Cutting Goal Advancement (Combined): Transform Research Approaches & Data Practices (Goal 1)

August 2022-September 2023

Scientific Priorities (n=28)

Example: (Division/Lab) published the American Indian(AI) and Alaska Native (AN) Worker Safety and Health Strategic Plan, which identifies priorities to enhance occupational safety and health (OSH) among AI/AN workers.

Policies & Practices (n=32)

Example: (Divisions/Labs) updated project proposal and plan templates to include health equity goals.



Cross-Cutting Goal Advancement (Combined): Transform Research Approaches & Data Practices (Goal 1)

August 2022-September 2023

Measures & Methods
(n=104)

Example: (Division/Lab) assessed the applicability of an Australian research instrument to measure safety behaviors among workers who are largely immigrants and/or who belong to racial and ethnic minority groups.

Projects (n=37)

Example: (Division/Lab) established the project, "Selecting appropriate pulmonary function test reference sex for transgender adults to address health disparities: Methods for data collection and interpretation."



Cross-Cutting Goal Advancement (Combined): Increase and Enhance Outreach & Communication (Goal 2)

August 2022-September 2023

Communication Products
(n=208)

Example: (Division/Lab) produced a NIOSH science blog, 9 presentations, and 2 publications on PPE Equity issues.

Communication Channels
(n=32)

Example: (Division/Lab) developed a new relationship with the National Council for Occupational Safety and Health (COSH) and is working closely with this group and discussing new channels for disseminating information to historically underserved worker populations.

Communication Priorities
(n=12)

Example: (Division/Lab) prioritized restarting (post-pandemic) communication and surveillance outreach to underserved communities where underground miners are employed.

Cross-Cutting Goal Advancement (Combined): Build & Sustain Institute and National Capacity (Goal 3)

August 2022-September 2023

New and/or Enhanced
Partnerships (n=50)

Example: (Division/Lab) hosted a Virtual Equitable Personal Protective Equipment (PPE) Workshop to highlight ongoing PPE equity activities and bring together internal and external partners to discuss prominent issues regarding the equitable PPE Protections of U.S. workers.

Trainings (n=54)

Example: (Division/Lab) offers health equity science seminars on a quarterly basis focused on programmatic areas.

Tools & Resources (n=13)

Example: (Division/Lab) translated two infographics into Spanish: 1) Worker Safety Matters When Working Near Power Lines; and 2) Worker Safety Matters During Lawn Care.

NIOSH OD Efforts to Advance HESS Goals 1-3

Example: Intramural Pilot Project Competition (FY23)

Leveraging Wikipedia to Advance Occupational Health Equity for Immigrant Workers
Advancing Productive Aging at Work via Research, Dissemination, and Partnerships
Equitable PPE Protection for Female Healthcare Workers and First Responders
Integrating Standard Industry/Occupation & Wellbeing Data into the PRIDE Study
Councils for Preventing COVID-19, Other Illness, and Injury Among Low-SES Workers



NIOSH OD Efforts to Advance HESS Goals 1-3

Example: Intramural Pilot Project Competition (FY24)

Contributions of occupational segregation to U.S. health disparities by race/ethnicity, gender, and nativity

The impact of occupational exposures and social determinants of health (SDH) on health outcomes among nail salon workers

Improving Access to the Health Hazard Evaluation Program for the Low-Wage Workforce

Developing a Framework to Identify and Address Hazards Unique to Women in Mining

Personal Flotation Device (PFD) Use Among Women in Commercial Fishing



NIOSH OD Efforts to Advance HESS Goals 1-3

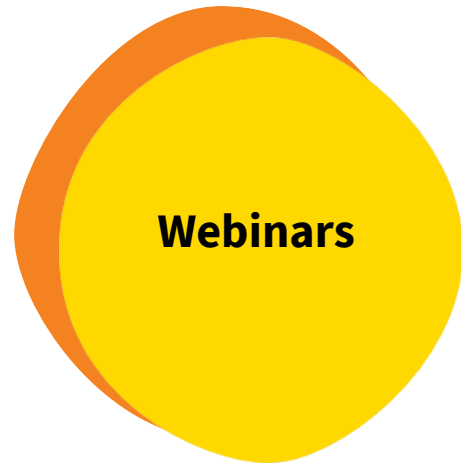
Example: Equitable Research & Partnerships with Diverse Populations Community of Practice

Community Mission:

- To facilitate **sharing of best practices for conducting and disseminating impactful research** that benefits diverse worker populations that have been historically underserved through partnership development
- To address challenges related to **reaching and including organizations that represent or support workers who have been socially, economically, or otherwise disadvantaged** without overwhelming or otherwise burdening these groups with outreach, as well as avoiding unintentionally exclusionary research processes



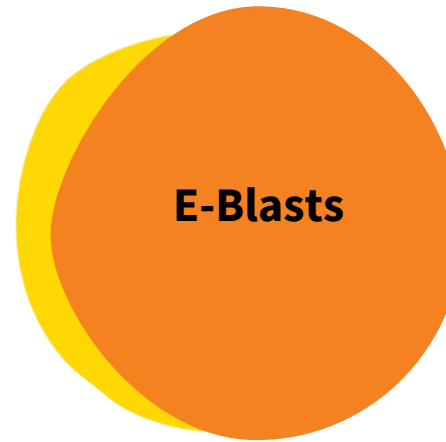
Additional NIOSH OD Efforts to Advance HESS Goals 1-3



Health Equity webinar series



Monthly collection of articles and learning opportunities related to Health Equity



Resources and information related to Health Equity



Intranet and Confluence



Discussion

Questions

What drives disparity and inequity in the workplace and how should NIOSH study it and/or help reduce it?

What role can NIOSH play in stimulating more scientific workforce diversity in the occupational safety and health field?

What other key efforts can NIOSH undertake to help build and sustain national capacity for advancing occupational safety and health equity?



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