

NIOSH CENTERS MEETING 2022:

PREPARING FOR THE FUTURE OF WORKER SAFETY, HEALTH, AND WELL-BEING THROUGH INNOVATIONS IN TRAINING, RESEARCH, AND PRACTICE

Session Title: Diversity & Inclusion in OSH Research & Training
July 27

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DIVERSITY & INCLUSION IN OSH RESEARCH & TRAINING: D&I CORE CONCEPTS

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DISCLAIMER

- *“The findings and conclusions in this presentation have not been formally disseminated by the National Institute for Occupational Safety and Health and should not be construed to represent any agency determination or policy.”*



The background is a dark blue gradient with a white arc at the bottom. It features several faint, light-colored circular elements: a large scale on the left with numbers from 140 to 260, and several smaller circles with arrows indicating clockwise or counter-clockwise rotation. The overall aesthetic is technical and modern.

DIVERSITY IN THE UNITED STATES

POPULATION GROWTH¹

**2010
POPULATION:
309,327,143**

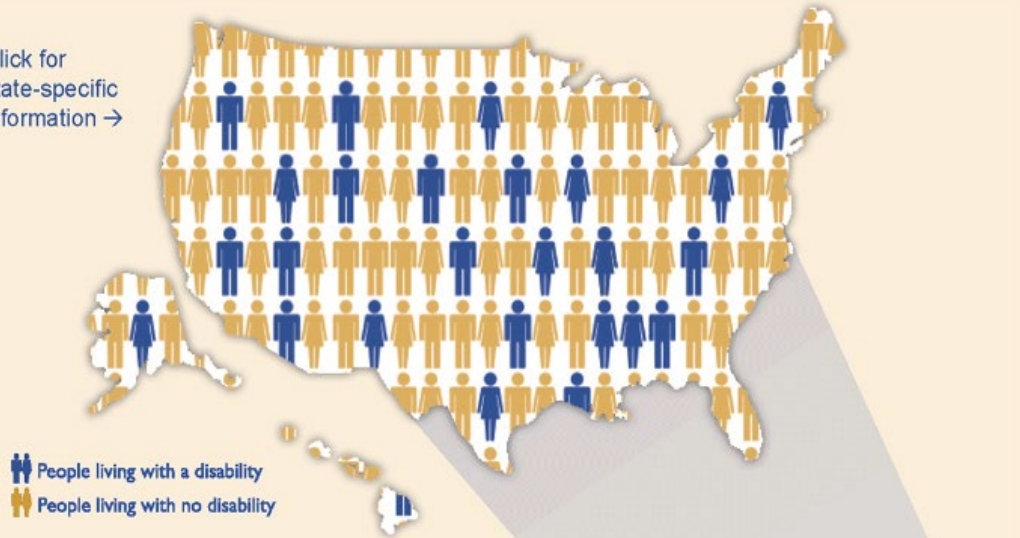
**2020
POPULATION:
329,484,123**

**POPULATION
CHANGE:
+ 7%**

DISABILITY²

61 million adults in the United States live with a disability

Click for state-specific information →



26%
(1 in 4)

of adults in the United States have some type of disability

The percentage of people living with disabilities is highest in the South

Percentage of adults with functional disability types

13.7%

MOBILITY

Serious difficulty walking or climbing stairs



10.8%

COGNITION

Serious difficulty concentrating, remembering, or making decisions



6.8%

INDEPENDENT LIVING

Difficulty doing errands alone



5.9%

HEARING

Deafness or serious difficulty hearing



4.6%

VISION

Blindness or serious difficulty seeing



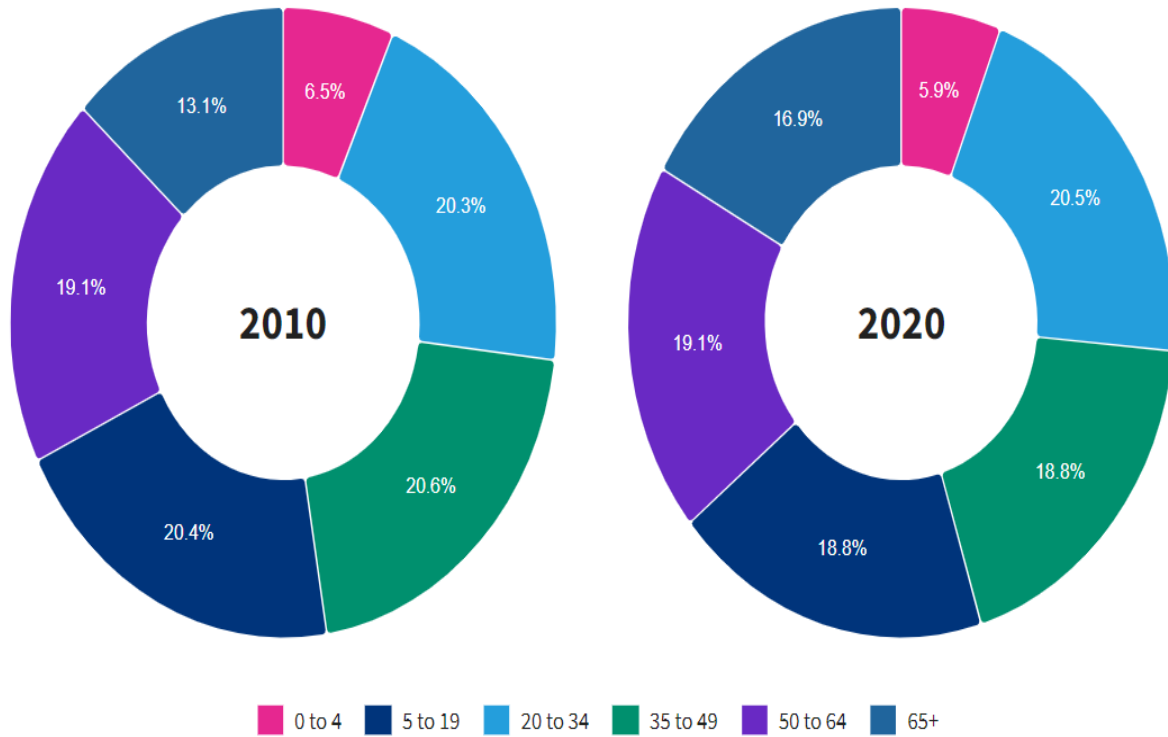
3.7%

SELF-CARE

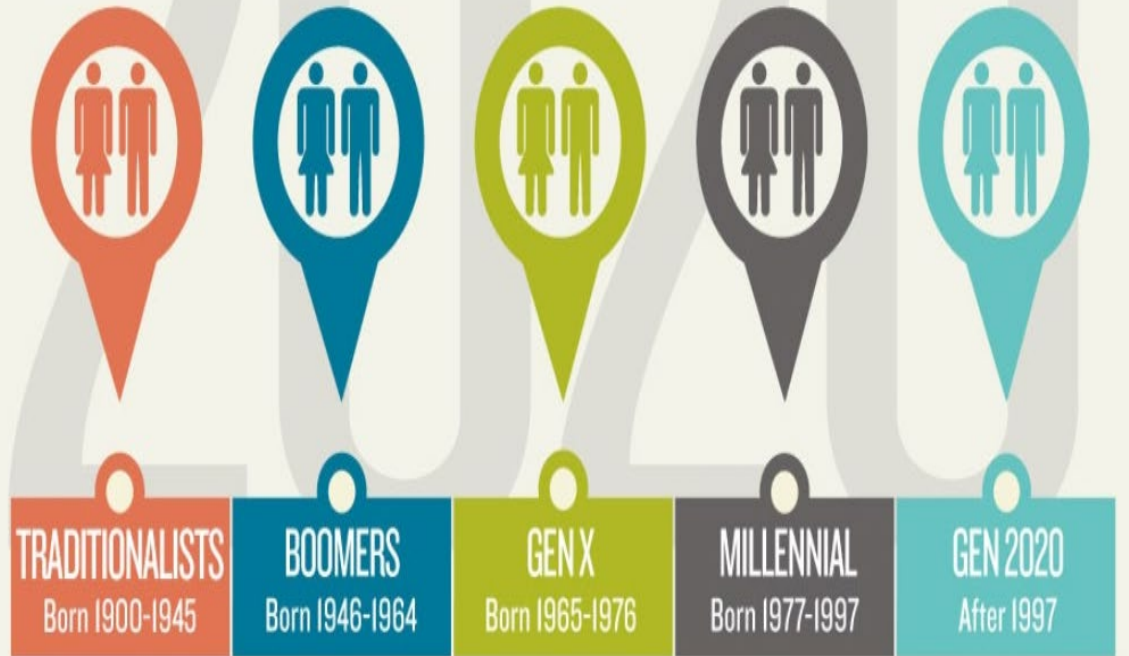
Difficulty dressing or bathing



AGE³



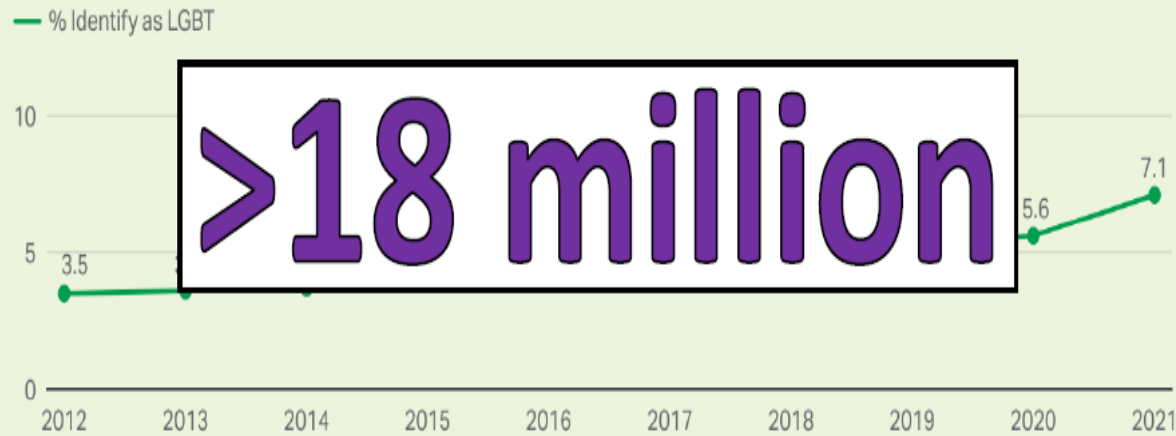
Five Generations Working Side by Side in 2020



SEXUAL ORIENTATION & GENDER IDENTITY⁴⁻⁵

Americans' Self-Identification as Lesbian, Gay, Bisexual, Transgender or Something Other Than Heterosexual

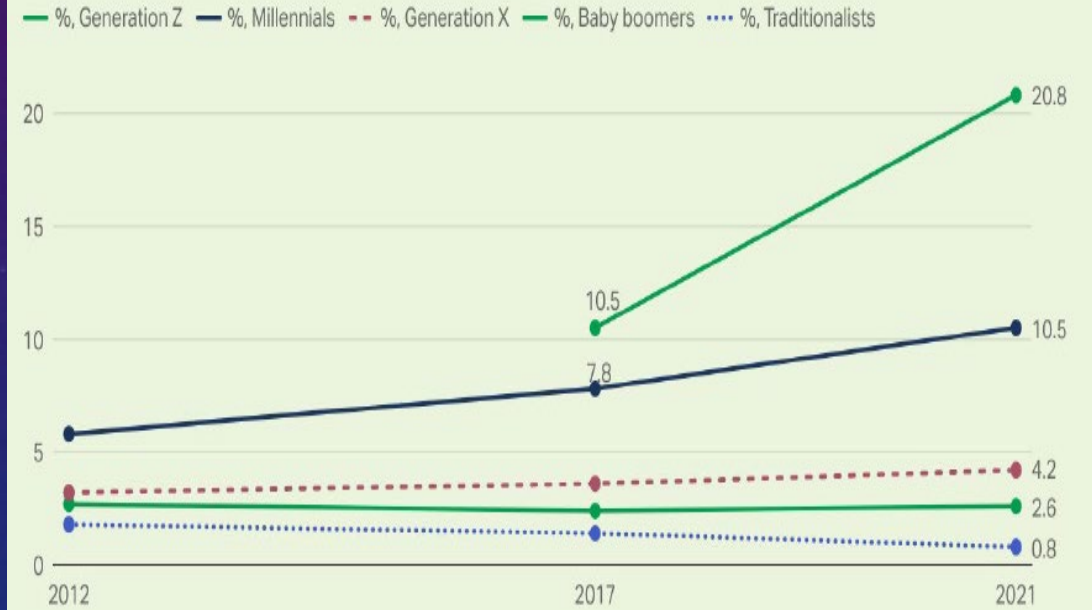
Which of the following do you consider yourself to be? You can select as many as apply. Straight or heterosexual; Lesbian; Gay; Bisexual; Transgender



--Respondents who volunteer another identity (e.g., queer, same-gender-loving; pansexual) are recorded as "Other LGBT" by interviewers. These responses are included in the LGBT estimate.
 --Data not collected in 2018 and 2019.
 --2012-2013 wording: Do you, personally, identify as lesbian, gay, bisexual or transgender?

GALLUP

Trend in LGBT Identification by Generations of U.S. Adults, 2012, 2017 and 2021



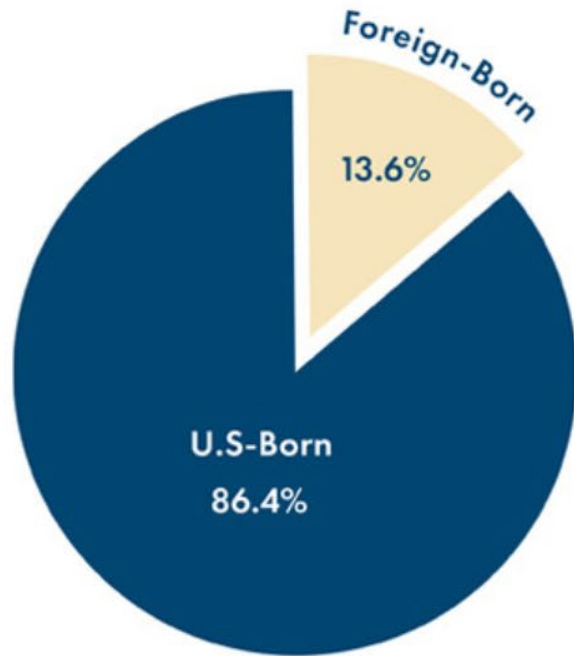
--Generation Z are those born between 1997 and 2012. In 2017, only those born between 1997 and 1999 had reached adulthood. In 2021, only those born between 1997 and 2003 had reached adulthood.
 --Millennials are those born between 1981 and 1996. In 2012, only those born between 1981 and 1994 had reached adulthood.
 --Generation X are those born between 1965 and 1980.
 --Baby Boomers are those born between 1946 and 1964.
 --Traditionalists are those born before 1946.

GALLUP

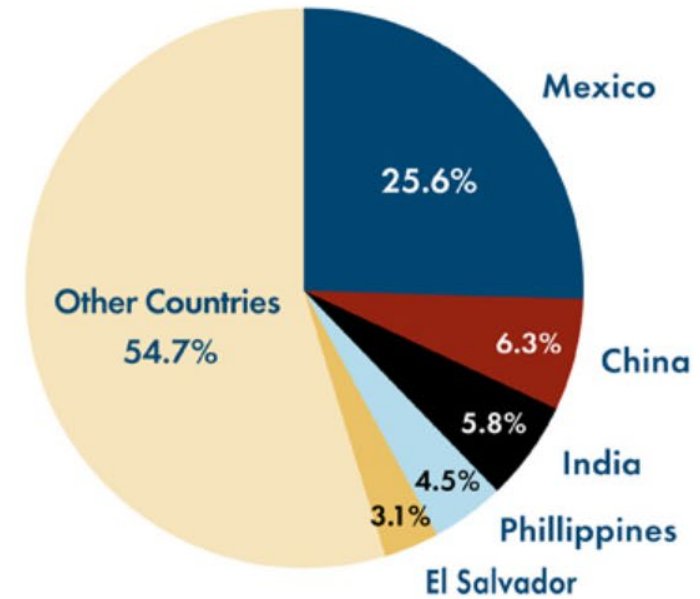
NATIVITY⁶

There are approximately **44 million immigrants** in the United States.

About one in every eight U.S. residents (13.6%) is foreign-born.

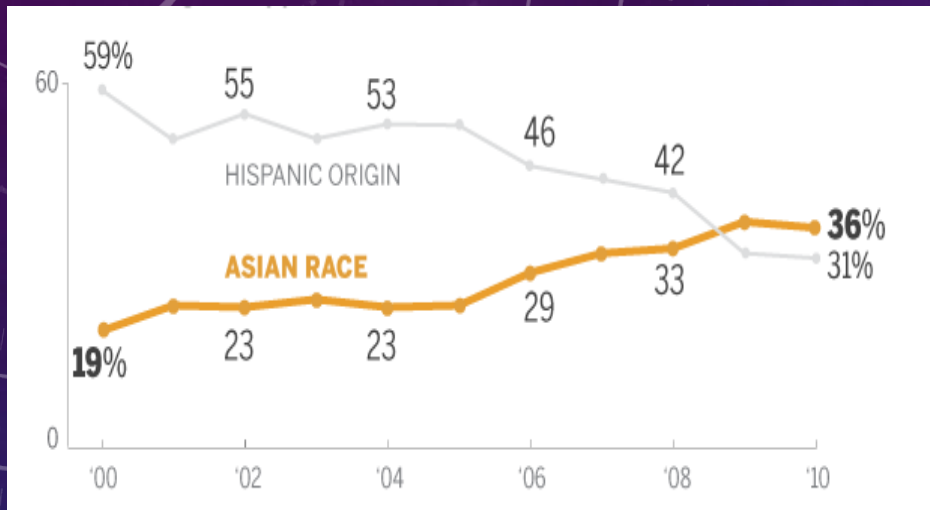


The five largest immigrant populations in the United States are from:



Growth of the Asian American Population⁷⁻⁹

Percent of Immigrants, by year of arrival, 2000-2010



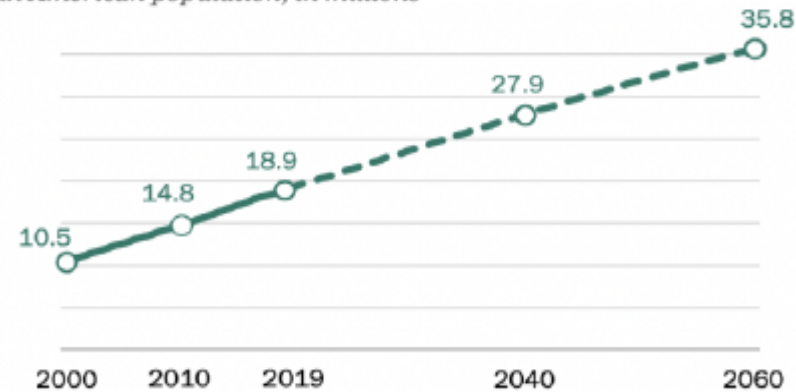
Asian Americans were the fastest-growing racial or ethnic group in the U.S. from 2000 to 2019 ...

U.S. population change by race and ethnicity, in thousands

	2019	2000	Change '00-'19	% Change '00-'19
Asian	18,906	10,469	8,437	81%
Hispanic	60,572	35,662	24,910	70
NHPI	596	370	226	61
Black	41,147	34,406	6,742	20
White	197,310	195,702	1,608	1
Total	328,240	282,162	46,077	16

... and their population is projected to pass 35 million by 2060

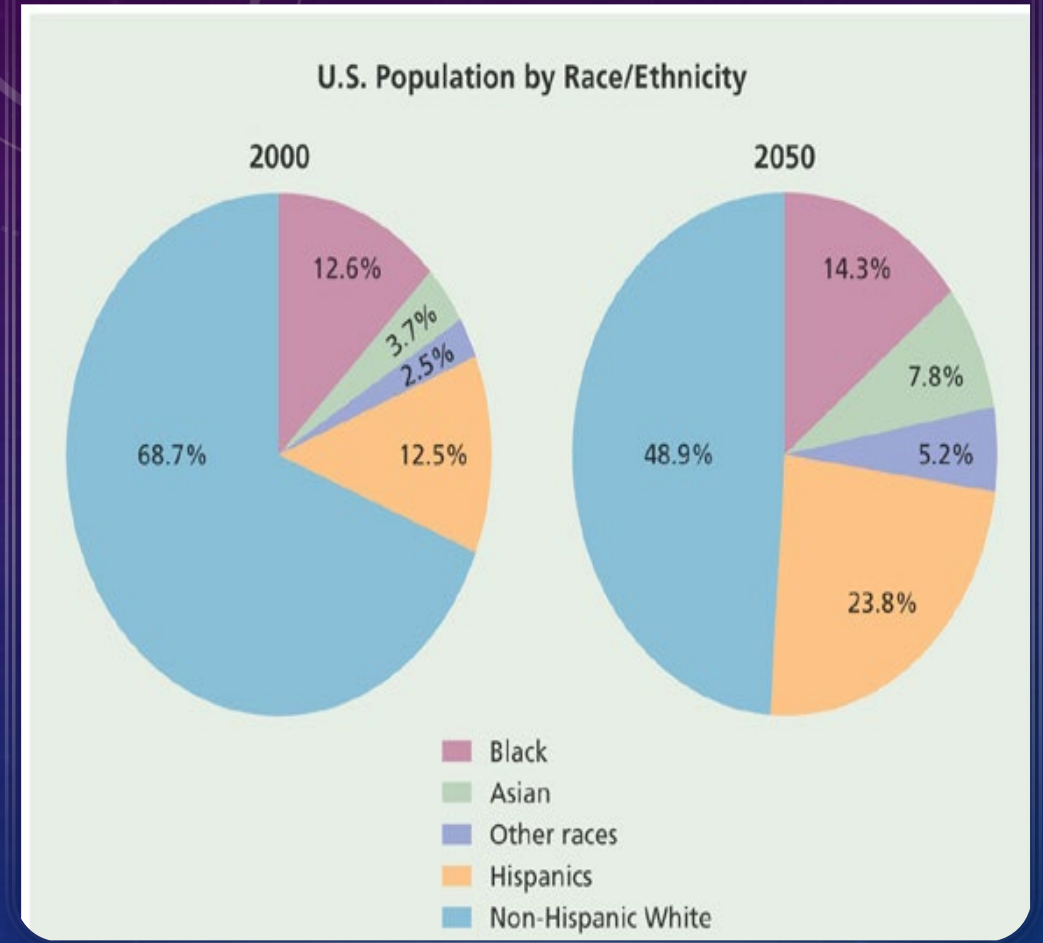
Asian American population, in millions



RACE/ETHNICITY¹⁰⁻¹³

U.S. Population by Race/Ethnicity, 2021

- White, non-Hispanic: 62%
- Hispanic or Latino: 19%
- Black, non-Hispanic: 12%
- Asian: 6%
- American Indian/Alaska Native: 1%



The background features a dark blue gradient with faint, light-colored technical diagrams. On the left, a large circular scale is visible, with numerical markings from 40 to 260 in increments of 10. Several circular diagrams with arrows and dashed lines are scattered across the upper half of the image, suggesting a technical or scientific context. The text 'CORE CONCEPTS' is centered in a bold, white, sans-serif font.

CORE CONCEPTS

D&I-Related Concepts¹⁴⁻¹⁵

- *Diversity*
- *Equity*
- *Inclusion*
- *Accessibility*

(DEIA)



DIVERSITY: THE WAYS IN WHICH PEOPLE DIFFER, ENCOMPASSING ALL THE CHARACTERISTICS THAT MAKE ONE INDIVIDUAL OR GROUP DISTINCTIVE.

EQUITY: THE FAIR TREATMENT, ACCESS, OPPORTUNITY, AND ADVANCEMENT OF ALL PEOPLE, WHILE STRIVING TO IDENTIFY AND ELIMINATE BARRIERS THAT HAVE PREVENTED THE FULL PARTICIPATION OF SOME GROUPS.

INCLUSION: THE ACT OF CREATING AN ENVIRONMENT IN WHICH ANY INDIVIDUAL OR GROUP FEELS WELCOMED, SAFE, SUPPORTED, RESPECTED, AND VALUED TO PARTICIPATE.

ACCESSIBILITY: EQUITABLE ACCESS TO EVERYONE ALONG THE CONTINUUM OF HUMAN ABILITY AND EXPERIENCE.

Health Equity-Related Concepts¹⁶⁻¹⁹

- *Health Inequities*
- *Health Disparities*
- *Health Equity*
- *Health Equity Science*



HEALTH INEQUITIES: PARTICULAR TYPES OF HEALTH DISPARITIES THAT STEM FROM UNFAIR AND UNJUST SYSTEMS, POLICIES, AND PRACTICES THAT LIMIT ACCESS TO THE OPPORTUNITIES AND RESOURCES NEEDED TO LIVE THE HEALTHIEST LIFE POSSIBLE.

HEALTH DISPARITIES: PREVENTABLE DIFFERENCES IN THE BURDEN OF DISEASE, INJURY, VIOLENCE, OR OPPORTUNITIES TO ACHIEVE OPTIMAL HEALTH THAT ARE EXPERIENCED BY POPULATIONS THAT HAVE BEEN SOCIALLY, ECONOMICALLY, GEOGRAPHICALLY, AND ENVIRONMENTALLY DISADVANTAGED.

HEALTH EQUITY: THE STATE IN WHICH EVERYONE HAS A FAIR AND JUST OPPORTUNITY TO ATTAIN THEIR HIGHEST LEVEL OF HEALTH.

HEALTH EQUITY SCIENCE: INVESTIGATES THE UNDERLYING CONTRIBUTORS TO HEALTH INEQUITIES AND BUILDS AN EVIDENCE BASE THAT WILL GUIDE ACTION ACROSS THE DOMAINS OF PROGRAM, SURVEILLANCE, POLICY, COMMUNICATION, AND SCIENTIFIC INQUIRY TO MOVE TOWARD ELIMINATING, RATHER THAN SIMPLY DOCUMENTING, INEQUITIES.

The background is a gradient from dark purple at the top to dark blue at the bottom. It features several faint, light-colored circular and semi-circular patterns, some with arrows indicating direction. A prominent feature is a large circular scale on the left side, with numbers ranging from 140 to 260. The text "THE LINK BETWEEN DEIA AND HEALTH EQUITY" is centered in a bold, white, sans-serif font.

THE LINK BETWEEN DEIA AND HEALTH EQUITY

THE U.S. POPULATION HAS BECOME VERY DIVERSE AND IS EXPECTED TO BECOME MORE SO, BUT THERE ARE IMBALANCES IN REPRESENTATION IN THE PUBLIC HEALTH WORKFORCE.

ELIMINATING HEALTH DISPARITIES AND ACHIEVING HEALTH EQUITY IS TIED TO INCREASING DEI ACROSS THE PUBLIC HEALTH WORKFORCE.

ORGANIZATIONS WITH DIVERSE, EQUITABLE, AND INCLUSIVE LEADERSHIP ARE MORE LIKELY TO UNDERSTAND THE NEEDS OF A DIVERSE CUSTOMER BASE.

A GREATER DIVERSITY OF PERSPECTIVES INCLUDED IN THE SCIENTIFIC ENTERPRISE YIELDS MORE INNOVATIVE PUBLIC HEALTH APPROACHES.

A DIVERSE WORKFORCE IS ESSENTIAL FOR THE ADEQUATE PROVISION OF CULTURALLY COMPETENT SERVICES BECAUSE IT CAN MORE EASILY ADDRESS CULTURAL AND LINGUISTIC BARRIERS.

The background features a dark blue gradient with faint, light-colored technical diagrams. On the left, a large circular scale is visible, with numerical markings from 140 to 260. Various circular and curved lines, some with arrows, are scattered across the upper portion of the image, suggesting a technical or scientific theme.

INTEGRATING DEIA AND HEALTH EQUITY AT NIOSH

NIOSH MISSION

- *To develop new knowledge in the field of occupational safety and health and to transfer that knowledge into practice*

BLUEPRINT *FOR* ACTION (BFA)

JUNE 2019-SEPTEMBER 2020

- *A strategic planning process undertaken to identify strategic actions to foster greater DEI at NIOSH*



NIOSH BLUEPRINTS
TO ADVANCE
DIVERSITY, EQUITY,
INCLUSION &
ACCESSIBILITY (DEIA)

- *Workforce*
 - Outreach, recruitment, hiring
 - Retention
- *Workplace*
 - Leadership inclusion
 - Career advancement
 - Culture
- *Marketplace*
 - Culturally responsive and competent research and services

BLUEPRINT *IN* ACTION (BIA)

FEBRUARY 2021-SEPTEMBER 2025

- The implementations of the NIOSH-wide Blueprint, as well as the division, lab, and NIOSH OD customized Blueprints that were generated through the BFA



NIOSH CORE HEALTH EQUITY SCIENCE & SOLUTIONS STRATEGY

MARCH 2021-JULY 2021 (DEVELOPMENT)

AUGUST 2021-DECEMBER 2025 (IMPLEMENTATION)

- *A strategy developed to rise to the Centers for Disease Control and Prevention (CDC)'s 2021 challenge to all its centers, institutes and offices “to incorporate health equity and plans to address health disparities in all aspects of their work – from science and research to programs and from partnerships to administrative activities.”*



CROSS-CUTTING
CORE GOALS TO
ADVANCE
HEALTH EQUITY
IN OSH

Transform
Research
Approaches &
Data Practices

Increase and
Enhance
Outreach &
Dissemination
Efforts

Build and
Sustain
Institute &
National
Capacity

SUMMARY & CONCLUSION

Advancing both DEIA and Health Equity Science in public health organizations is vital.

NIOSH has undertaken the Blueprint initiatives to create greater DEIA in its workforce, workplace and in its research and services. Building on the Blueprints, NIOSH's CORE Health Equity Science & Solutions Strategy aims specifically to advance OSH equity through research and other pathways.

Although there have been a number of important accomplishments and activities that have moved the needle on DEIA and Health Equity Science at NIOSH in a short time, much more work is needed to ensure measurable progress and impact in both areas.



Diversity, Equity & Inclusion Office

Diversity, equity, and inclusion in the NIOSH workforce, workplace, and beyond



NIOSH Health Equity Science & Intervention Strategy

THANK YOU!

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