



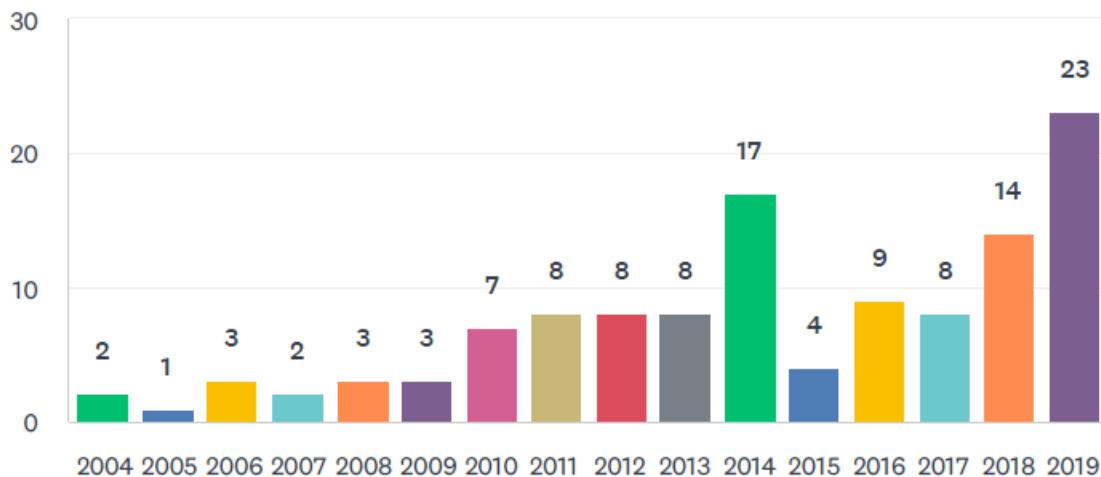
Occupational Health Internship Program

OHIP Alumni Survey (2004-2019) Summary Results

In September of 2020, a survey was collected from alumni of the [Occupational Health Internship Program \(OHIP\)](#) from 2004-2019. The survey was distributed to the 321 OHIP alumni for whom we had emails. In total, 120 alumni responded -- 4 alumni did not answer all survey questions. Below are the survey questions and a summary of the alumni responses:

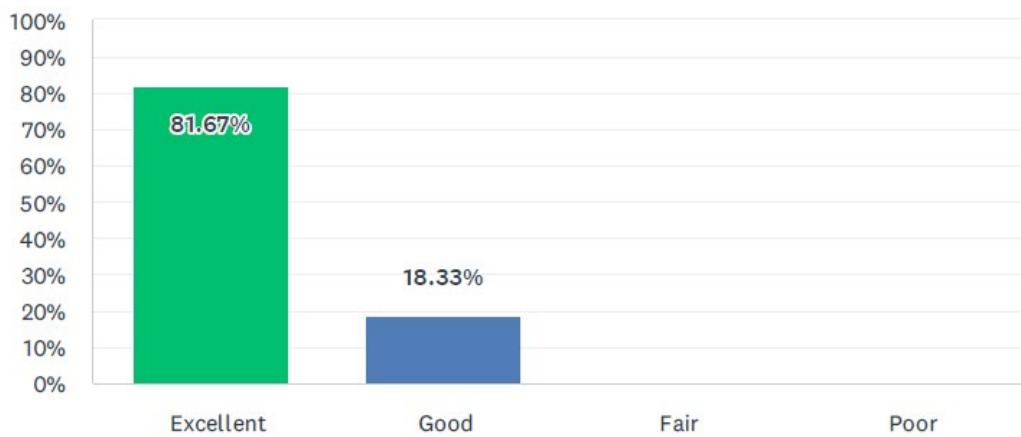
1. In what year were you an OHIP intern?

Answered: 120 Skipped: 0



2. Overall, how would you rate your OHIP experience?

Answered: 120 Skipped: 0

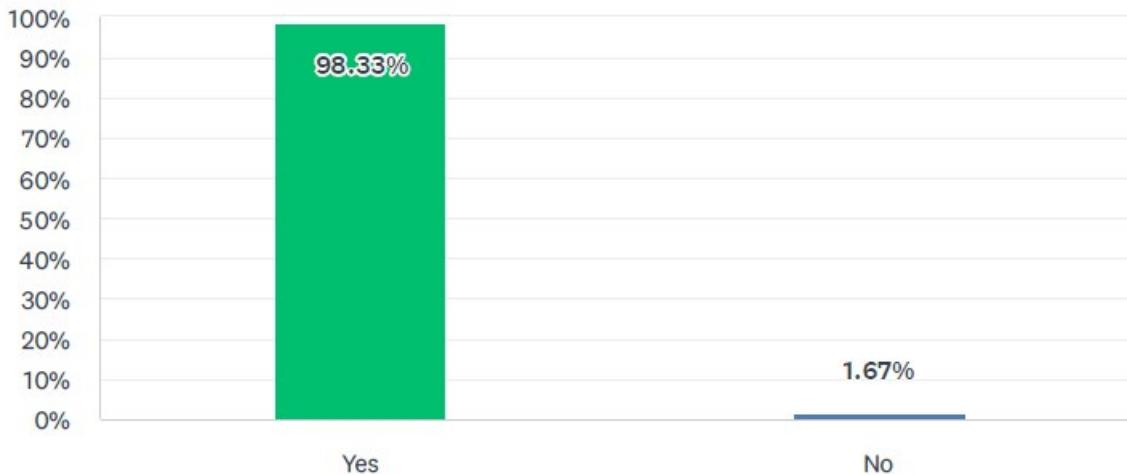


Comments (45 total responses):

- It was a major stepping stone for my career and the people that I met along the way have been invaluable to my professional progression. OHIP has been a cornerstone to my academic and professional development!
- OHIP was a life-changing internship. The summer was filled with constant guidance, mentorship, friendship, and education. I am beyond grateful to have had the opportunity to work collaboratively as a team but most importantly with a group of like-minded individuals striving to make a difference in the field of safety and health.
- I had an excellent OHIP experience - it was the perfect fit for my MPH fieldwork - and I am beyond grateful to be connected to this network. It is a crucial program for getting students interested in occupational health and safety.
- The mentorship was excellent and the experience of interviewing workers about their experiences to then compile their stories into a report was what inspired me to stay in health care. It also motivated me to engage in health justice and health equity work.
- Loved the experience. Life changing! Almost every residency program asked me about OHIP and were very impressed.
- I loved my experience and the people I worked with. It helped to solidify my research interests on worker health and to include occupational health as part of my dissertation work.
- OHIP cemented my desire to create a career in occupational health and safety. It was an excellent program and exposed me to the field of OSH in a way that my MPH did not and really could not have.
- Pretty much everything good that has ever happened in my career can be traced back to OHIP. It is still paying off.

3. Did your OHIP experience affect how you understand the impact of the work environment on the health of workers?

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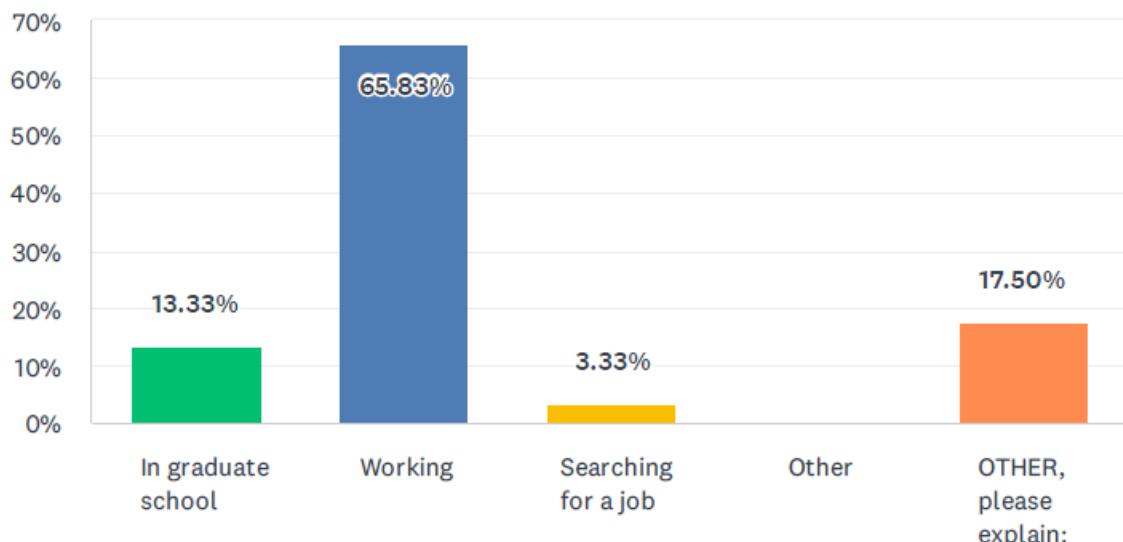
Comments (60 total responses):

- As a second-year industrial hygiene graduate student, OHIP provided real life experience and a connection with the workers. Workers know best and I was lucky to have gained extensive knowledge and education on hazardous waste operations from the professionals. We successfully disseminated a questionnaire in order to gain a better understanding of occupational hazards that were not being addressed. From this information, we were able to make a difference by applying the hierarchy of controls and possible solutions.
- I was familiar with many occupational health and safety concepts before participating in OHIP, but the internship greatly enriched my understanding. Being able to speak with workers, tour worksites, and collaborate with union representatives was invaluable, and I draw upon that on-the-ground experience all the time in my current work.

- Absolutely! In my work today on chemicals policy, I utilize my OHIP experience. It gave me a deep understanding of the employee/employer power dynamic that is so critical to this work and its impacts.
- OHIP was my first experience in the occupational safety and health field which really helped build a foundation of understanding how the work environment impacts worker's health. The most valuable aspect of OHIP was the opportunity to interact directly with workers who I otherwise wouldn't have been able to meet. Talking with the workers at the local union and interviewing them one-on-one helped bring a firsthand perspective to the actual issues they were dealing with during their jobs and they provided knowledge that went beyond what any textbook, lecture, etc. could offer.
- I had heard that the meatpacking industry was difficult, but this experience was eye-opening. My parents worked in the meatpacking industry and I would hear them constantly complain about the working conditions. I honestly thought it was like any other job, but this experience really highlighted that it is nothing like that. People are suffering from injuries that will impact the rest of their lives, and there is very little that these people can do. This experience brought me sadness, laughter, joy, and hope for the future.
- I specifically worked with domestic workers and understood the various way in which lack of protections affects the quality of life for many workers. Lack of regulations and the invisibility of workers often directly affects the working conditions of workers. It's through policy and visibility that workers can claim their rights for fair wages and working conditions. The various domestic workers that I interviewed expressed concerns of physical and mental health. The cost of living pushing them to accept dangerous working conditions. A large number of domestic cleaners not fully understanding the dangers that cleaning products pose. My experience as an OHIP intern was truly an eye-opening experience that has changed my world view of work place conditions and rights. I am definitely more aware of the intersections between work, environment, legal status, and rights.
- My experience with OHIP has allowed me to have a newfound appreciation and respect for unions, activists, and policymakers who have spent years designing the ideal workplace for individuals. They have laid the foundation for many of the safety regulations and worker protections we have today in our society. OHIP opened my eyes to see all kinds of hazardous work environments that put millions of workers at risk, and in doing so it has motivated me to become an activist on behalf of all workers and for their right to work safely without fear of injury or other forms of workplace threat.

4. Are you currently:

Answered: 120 Skipped: 0



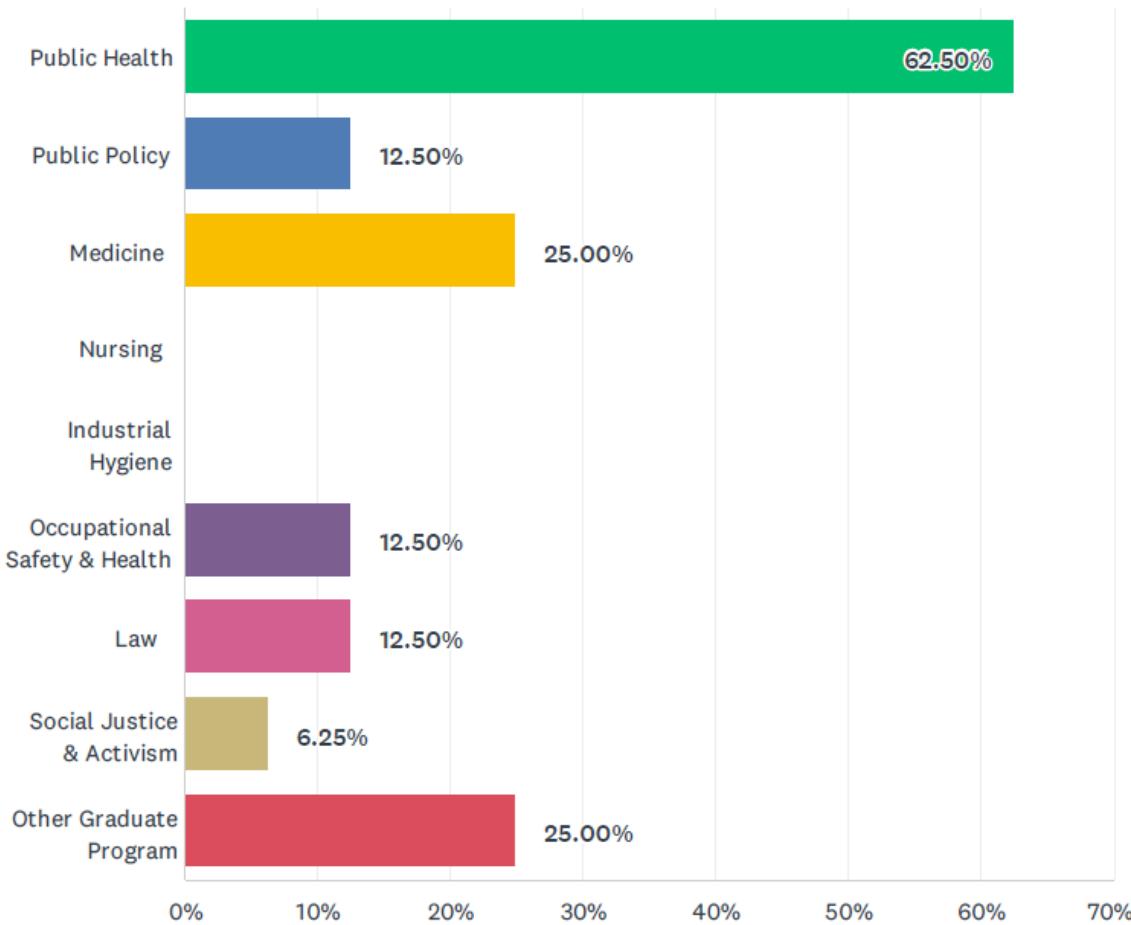
[NOTE: If an alum is in graduate school, they go to question #5. If an alum is working, they go to question #6. If an alum is searching for a job, they go to question #7. If alum answered "OTHER", they go to question #8.]

Other, please explain (21 total responses):

- Currently, I am working at Mississippi state university (Building Construction Science Program) as an assistant professor, but I am looking for a job in the safety/ergonomics domain. I would love to be more involved with workers and their safety/health concerns.
- Both. I'm in PhD in nursing program and I work as a nurse practitioner for an occupational health clinic.
- I am an environmental health researcher at Boston University
- I am currently working at as a program assistant at CPWR - The Center for Construction Research and Training as a program assistant for the Building Trades National Medical Screening Program which provides free medical screening exams for former DOE construction workers.
- At the moment I am a fellow at the Munger and Tolles and Olson Program (MTO Fellowship). I currently am in the process of applying to law school and ultimately want to specialize in labor and workplace rights. In addition, I am working full time at the UCLA Registrar's office.
- I graduated from graduate school (MPH) and I'm doing my post-baccalaureate to be able to go to medical school. I would like to study occupational and environmental medicine.

5. Indicate your area of study in graduate school (check all that apply):

Answered: 16 Skipped: 104



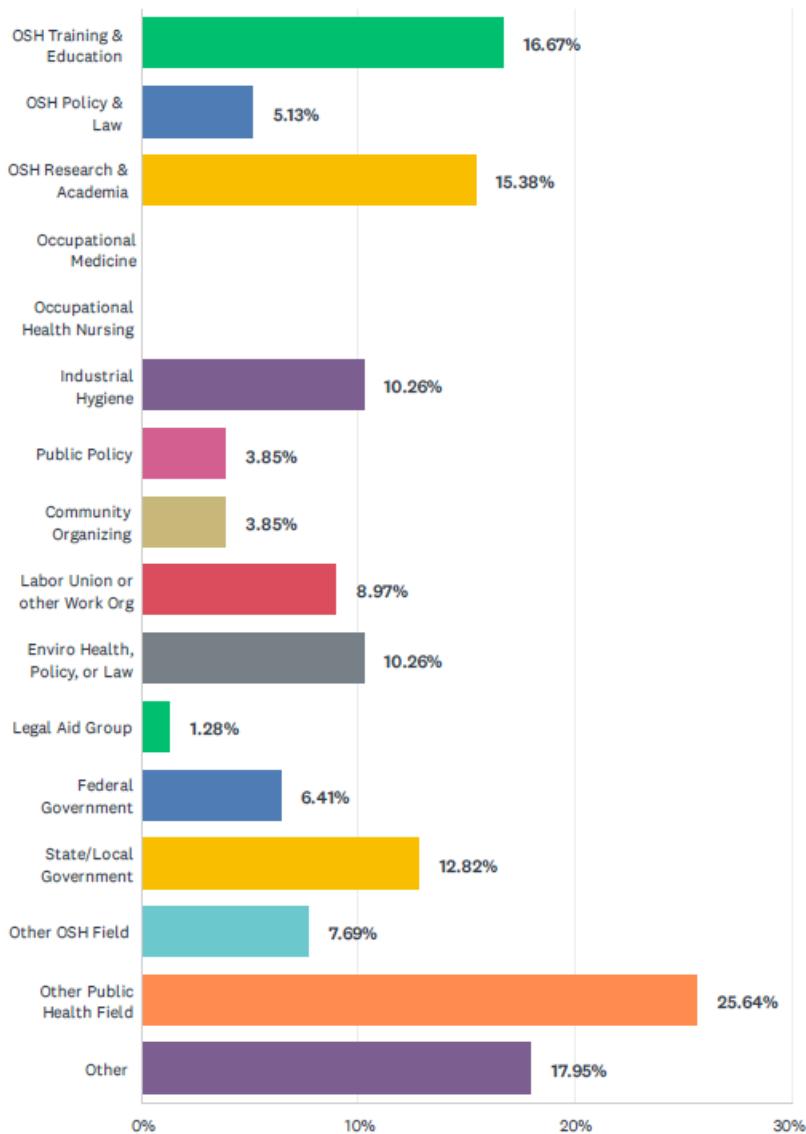
[NOTE: From here, alum go to question #8.]

Other Graduate Program (14 comments):

- University of Illinois at Chicago School of Public Health in the environmental and occupational health sciences division (EOHS) (also my specialty both environmental and occupational health)
- PhD - University of Minnesota School of Public Health, Environmental Health Sciences Division, concentration in Occupational Health Services Research and Policy (OHSRP)
- I am an MPH candidate in Health Policy at NYU.

6. Indicate your area of employment (check all that apply)

Answered: 78 Skipped: 42



[NOTE: From here, alum go to question #8.]

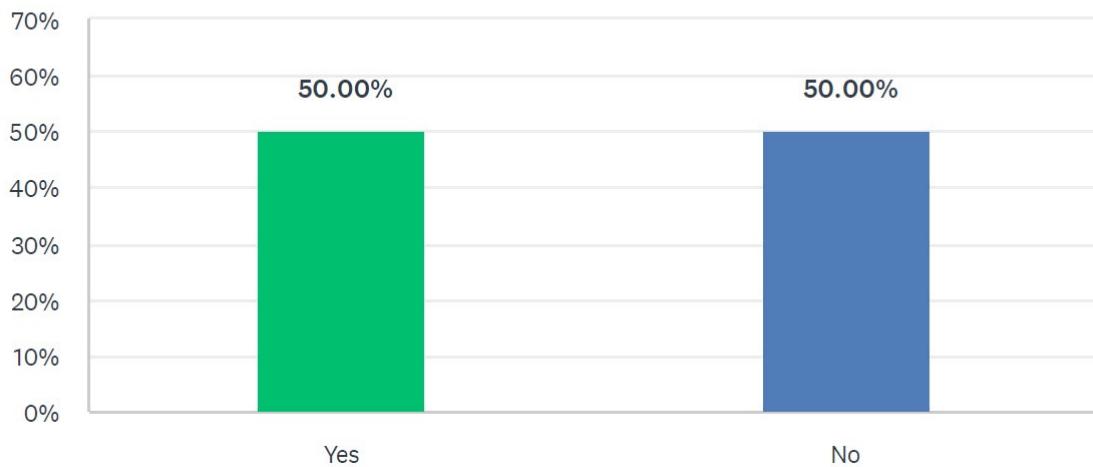
Comments (64 total responses):

- My employer is the California Nurses Association and my title is Labor Representative
- I am the Director of Communications and Research at Worksafe in Oakland, CA.
- County of Alameda Department of Environmental Health Registered Environmental Health Specialist
- Arizona OSHA Industrial Hygiene Compliance Officer

- I am employed by the Amalgamated Transit Union as International staff. At the moment I hold the title of Training and Education Administrator which includes the responsibility of managing our union's training programs. In my position I also spend about 30-40% of my time on Health and safety work including working directly with local unions on Health and safety issues and training.
- Northeast New York Coalition for Occupational Safety and Health, Director.
- CPWR-The Center for Construction Research and Training Research Assistant
- Lecturer in Environmental and Occupational Health at Sirindhorn College of Public Health, Trang, Thailand
- UC Berkeley, Labor Occupational Health Program Coordinator
- University of Illinois at Chicago Great Lakes Center for Occupational Health and Safety Postdoctoral Fellow & Research Assistant Professor
- Full-time lecturer of public health at a large public university teaching Environmental Health and Safety, Health Care System, Intro to Public Health, and Health Disparities

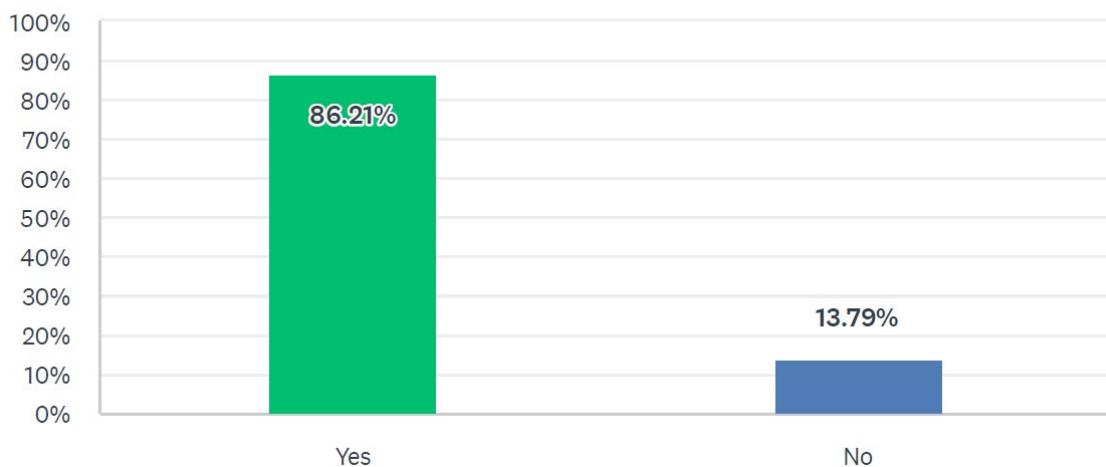
7. Are you currently searching for a job in occupational safety and health or a related field?

Answered: 4 Skipped: 116



8. Did OHIP, or the network you made through OHIP, influence your career path, your interest in searching for a job, or your pursuit of a graduate degree in occupational safety and health or a related field?

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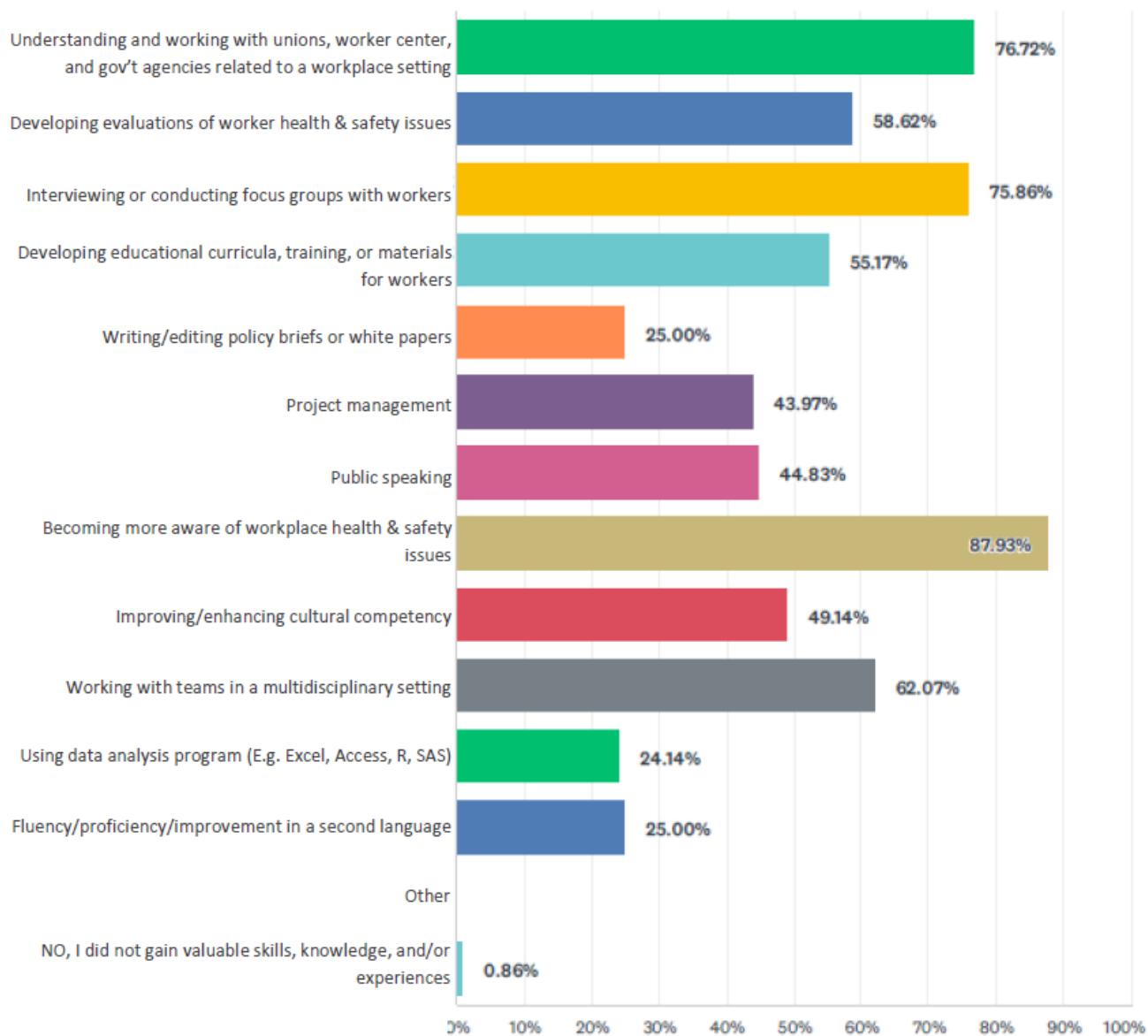


Comments (77 total responses):

- Yes; OHIP has definitely influenced my career path and my interest in public health. It led to my first public health job and allowed me to fuel my passion for public health. I am also very thankful for the letters of recommendations that I have received from mentors from the program that have allowed me to progress academically and professionally. I would not have achieved as much success as I have without their assistance.
- Led to employment ATU--- as a researcher then organizer. I also had the opportunity to serve on a TCRP panel in this capacity on further restroom access research that influenced by our OHIP project's work. I then went to UCLA for graduate school-- where I was a graduate researcher for LOSH and the Labor Center, and was a TA for labor studies classes including Dr. Delp's Worker Health and Safety class. All of these experiences have taken me to my job now as a strategist with NNU.
- OHIP directly influence my choice to study transit workers, specifically the machine-based workers, for my PhD dissertation. It opened my eyes to how industrial workers face more than ergonomic hazards, but it is often under studied or recognized by researchers and medical practitioners. I now work 2 days a week at a manufacturing company and I'm plan on creating a comprehensive wellness clinic that addresses total worker health for the diverse worker population.
- After completing my OHIP summer I was even more confident about my decision to focus my studies and career goals on worker health and safety. Upon graduation, I was hired at a nonprofit that works to end occupational injury, illness, and death by bringing justice to the workplace. Two of my OHIP mentors served as references during the application process. OHIP is a known and respected program within the OSH advocate community, and I've really benefited from these connections.
- Of course! While I didn't end up landing somewhere exclusively occupational, I was encouraged by my success in gaining data analysis and critical thinking skills in OHIP to pursue a position that allowed me to utilize both. I love having the occupational lens when working in non-occupational fields because there are so many places that it's applicable, but people don't recognize it, so I'm always happy to share the knowledge.
- Yes, my experience with OHIP greatly influenced my research interests for my doctoral work. I entered my program thinking I would be 100% environmental health focus. After my first year of the doctoral program, I was lucky enough to learn about the OHIP, apply and be matched with a host organization. The OHIP experience really helped to merge the occupational and social justice/activism side with environmental health and shaped the direction of my dissertation work to include vulnerable/precarious workers.
- Before OHIP, I knew very little about workplace health and safety. After OHIP, I was excited about the field and became a graduate student researcher at UCLA-LOSH and subsequently was hired full-time there after I graduated. I've been in OHS since OHIP so it definitely influenced my career path.
- CPWR, who partially funded my OHIP position, later hired me as a full-time staff member. OHIP also influenced my decision of where to attend graduate school, and my current advisor (Dr. Hyun Kim, occupational epidemiologist) was familiar with OHIP before I enrolled.
- Learning from Dr. Bob was amazing. I love the field of workers health, safety, and rights, but I have a huge draw to the science of everything, and I also do best when I can develop relationships of caring in my work, so seeing someone who was doing that professionally really inspired me and pushed me into my interest in occupational and environmental medicine, even though it's pretty unknown by many med-school hopefuls. OHIP absolutely had a great influence on me in every arena, from the start of orientation to being able to participate in the OHS section at APHA (and meet more inspiring people), to now, where I can stay connected through OHS section emails as well as the OHIP listserv.
- After participating in OHIP, I decided to pursue my doctorate degree in occupational health and safety. OHIP really shaped (and continues to shape!) my research interests.
- I felt like there was so much for more to learn about Valley fever and construction work after my OHIP project so I decided to focus my dissertation on this topic.

9. What are the most valuable skills, knowledge, and/or experiences that you gained through OHIP that have been useful in your career (check all that apply)?

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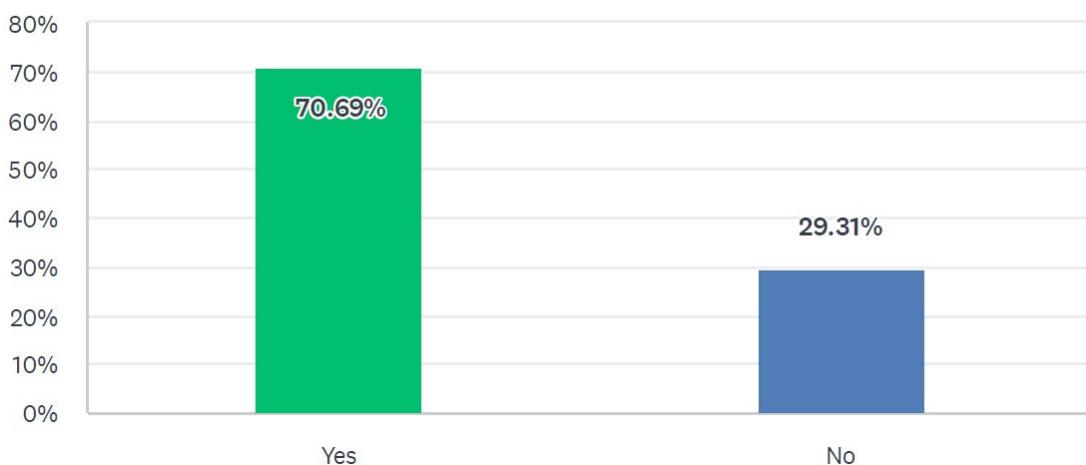
Comments (26 total responses):

- OHIP is a rigorous internship. I learned a lot in just a few short months! Being placed at the California Department of Public Health's Occupational Health Branch was awesome - a great way to learn from OSH professionals. Working closely with LiUNA (e.g. traveling from worksite to worksite in the union van!) was a great way to expand my knowledge of organized labor. It was a great fusion. I met so many knowledgeable and passionate workers and advocates.
- For our give-back product, my partner and I interviewed nail salon workers about their lives and experiences in the nail salon industry. This required me to speak to many of the interviewees in Vietnamese. In outreach to nail salons to inform them about Santa Monica's Healthy Nail Salon Program, we also had to speak to workers primarily in Vietnamese, which helped me strengthen my Vietnamese skills. We also had to navigate the specific cultural environments of the workplaces, which included understanding workers' distrust of governmental institutions and fears of employer retaliation. I also developed public speaking skills through the health and safety training I conducted, as well as the final OHIP presentation.

- The knowledge and experience that I gained through OHIP have been useful translated perfectly into my current job at CPWR which involved working with building trades unions and government agencies such as DOE and DOL and managing multiple projects concurrently.
- Because I was working with many immigrant workers, I learned a lot from Noah Seixas and his team about how to sensitively and thoughtfully do research with workers who have a different lived experience than me. It really changed my perspective about the importance of valuing first the worker's experience over my own research interests/goals, and allowing them a seat at the table in the research process.
- As an engineer, I was not used to employing qualitative methods to collect data and use it to create products like training and educational curricula. Communicating our findings back to the workers was the greatest challenge and satisfaction during OHIP. I learned that no results are useful if they are not presented to the workers in the adequate format and with a practical application.
- Before OHIP, I'd never interacted with worker centers or with workers outside of the jobs that I'd held before graduate school. OHIP provided me with a landscape of the labor organizations active in Chicago and opened my eyes to many of the workplace health and safety issues faced by precariously employed workers. With OHIP I had dedicated time to really get to know workers in their communities, outside of their workplaces, and this really provided me with a holistic appreciation for the many ways that work is intertwined with every aspect of our lives. This has really shaped my work.

10. Has OHIP influenced your participation in occupational safety and health or related activities such as rallies, volunteering, community organizing, attending conferences/events, etc?

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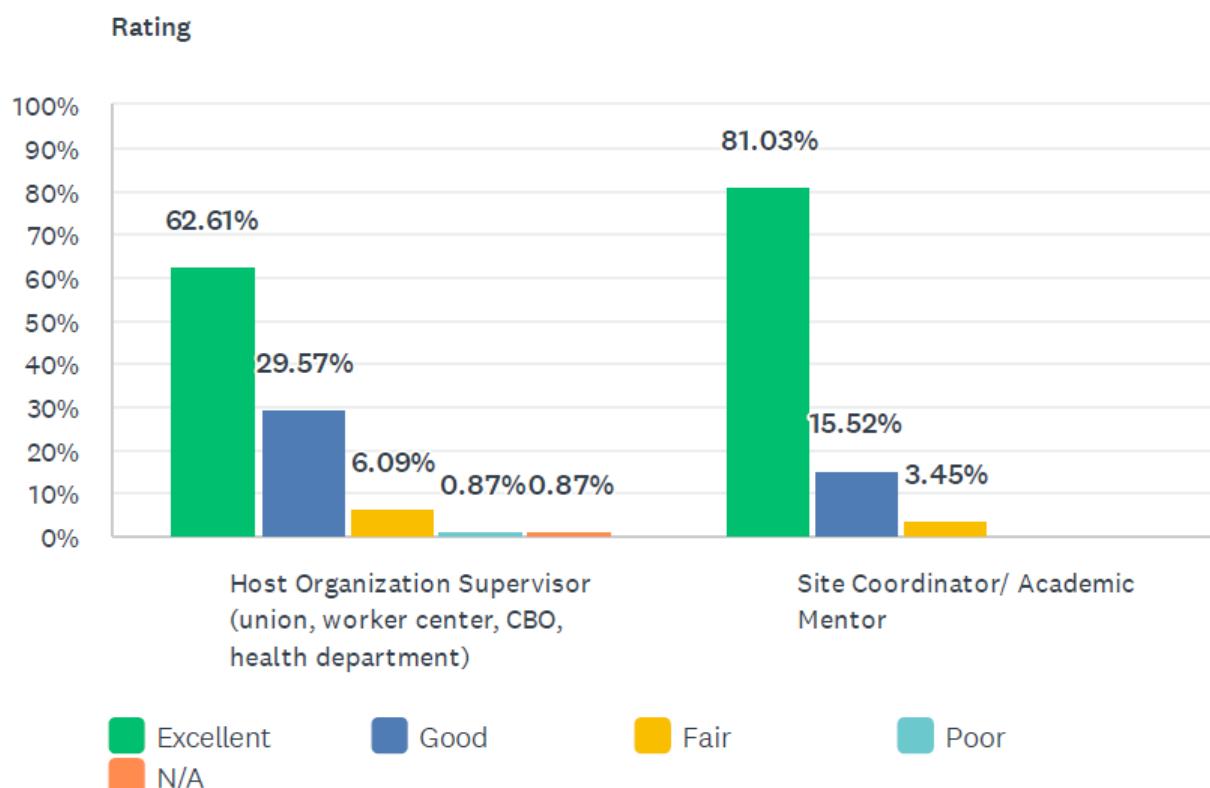
Comments (50 total responses):

- Because of OHIP I was able to participate in the American Public Health Association (APHA). This conference was life changing and opened up many connections and professional relationships.
- Yes, I have been to numerous AIHA conferences and presented. Moreover, I have contributed some time in working on campaign-related efforts (Worker's Memorial Day, National Safety Stand Down, etc.)
- While doing my OHIP summer experience, I participate in numerous worker justice rallies with the host organization and attended community organizing events too. After OHIP, I also became part of the APHA Occupational Health Section, which I probably would not have if it was not for OHIP.
- Before I did not see how labor struggles intersected with a lot of the political and social issues I care about, now it seems so obvious and I have incorporated this into my political framework. I also have friends who recently unionized at their restaurant and it was great to have the knowledge base to help with that process.
- I continue to be involved with the organization with which I worked closely during my OHIP summer, and I've continued to engage with various occupational health groups in Chicago and nationally (APHA, AIHA, ASSP).

- Participating in this internship affirmed my passion for workers' health and well-being which motivated me to support local worker efforts. I have attended several rallies in support of workers organizing to form a union and have participated in other work-related activities.
- I managed to remain connected to the union I interned with and through them, I was able to advise on COVID-19 related health and safety trainings as well as advocate for a bill that will be passed in Philadelphia to provide more stringent protections for workers during the pandemic.

11. Overall, how would you rate your OHIP experience with your:

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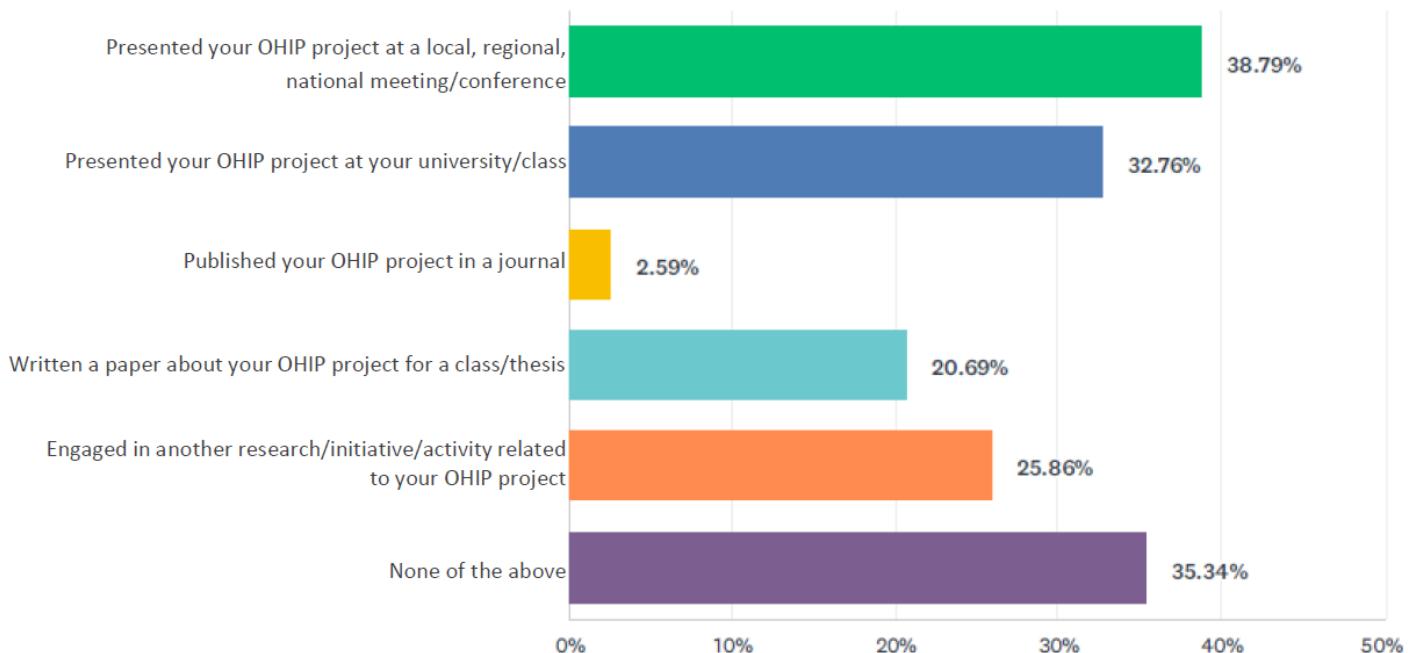


Comments (49 total responses):

- Everyone that my project partner and I had at our site and our mentor were extremely helpful and were always just a call away if we needed anything. These are the people that showed us the way and taught us so much about unions and occupational health.
- Becky and the Teamsters were phenomenal. After 2 years, I am still in contact with them and have gained not only a professional relationship but lifelong mentors and friends.
- Kevin Riley was our site coordinator and I have nothing but AMAZING things to say about him. He was so supportive of our work. The weekly meetings were nice places to reflect on our work, bond with the other OHIP interns, and brainstorm on how we can continue making the most out of our OHIP experiences. He created a safe, inviting, and inclusive atmosphere for us all. Keep up the incredible work, Kevin!
- I had a great experience with Noah Seixas and the SEIU local. Both really cared about my development in addition to teaching me how to do ethical research that is a partnership between labor and academia. Really grateful for this.
- Diane, Charlotte, and Nazima were awesome, as were the Cypress team. I couldn't have asked for better people. They were culturally competent and very aware of issues of students/interns of color.

12. After the completion of your OHIP project, have you (indicate all that apply)

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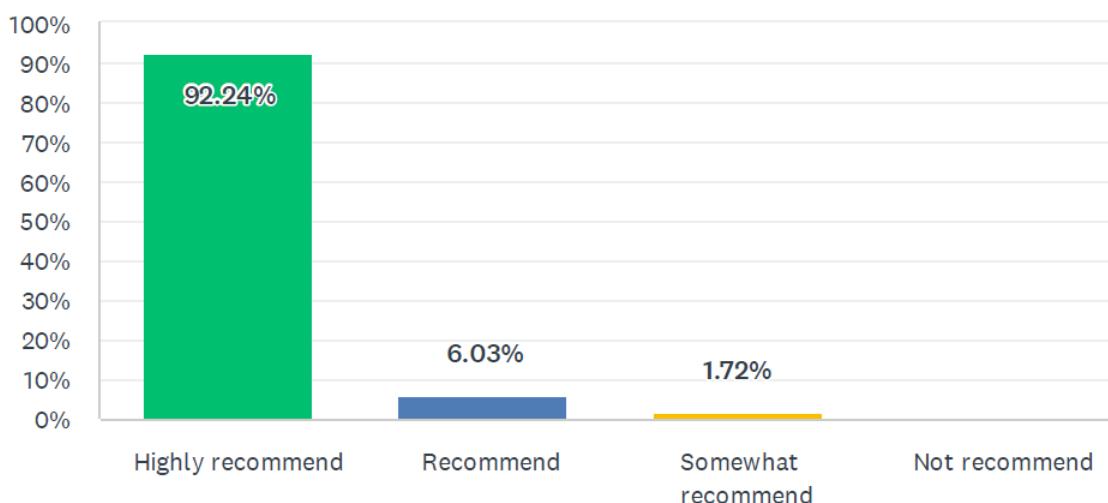


Comments (37 total responses):

- I have presented my OHIP project at several Bay Area OHIP orientations. I wrote a summary of my OHIP project for my graduate coursework. My project focused on heat illness - and in my current position I have been able to engage in policy advocacy to get California to enforce the Outdoor Heat Standard and pass an Indoor Heat Standard.
- I co-authored a research report with the UCLA Labor Center about the nail salon industry. We closely worked with the California Healthy Nail Salon Collaborative for the report and we even included interviews I had conducted for our OHIP give-back product. Here is the link to the report: <https://www.labor.ucla.edu/publication/nail-files/>
- Helped lead coalition building efforts between environmental justice organizations, ecological conservation organizations, and labor unions to address health and safety issues facing oil refinery workers in California and the refinery and pipeline fence line communities. Engaged in research related to refinery operations and safety standards that helped inform white papers and policy briefs.
- I presented my OHIP project at APHA in Nov 2016 as part of the OHIP panel that Sarah organizes each year. I also presented about OHIP to promote it for other students to apply and presented on my experience to the Environmental and Occupational Health Seminar course at the University of Illinois at Chicago during the year following my OHIP experience. I also helped to promote OHIP for students to apply by sharing about it with an environmental health student organization on campus that I was active with.
- I presented our OHIP project at the 2019 American Public Health Association and once it evolved into my master's thesis, I presented it at Thinking Gender 2020, Sexual Violence as Structural Violence: Feminist Visions of Transformative Justice
- My thesis was an extension of the data collected from my OHIP project. I researched whether pain and injury in the housekeeping profession was influenced by the amount of years one worked as a housekeeper. Two members of the union were in attendance for my presentation.
- I presented my OHIP project at APHA with the OHIP group in 2015 and presented in 2018 in Dublin at ICOH. Bonney, T., Forst, L., Rivers, S., Love, M., Pratap, P., Bell, T., & Fulkerson, S. (2017). Occupational Safety and Health in the Temporary Services Industry: A Model for a Community-University Partnership. *New Solutions: A Journal of Environmental and Occupational Health Policy*, 27(2), 246-259. I continued to work with the Chicago Workers Collaborative, specifically supporting grant-writing efforts and evaluations of various funded projects.

13. Would you recommend OHIP to other students?

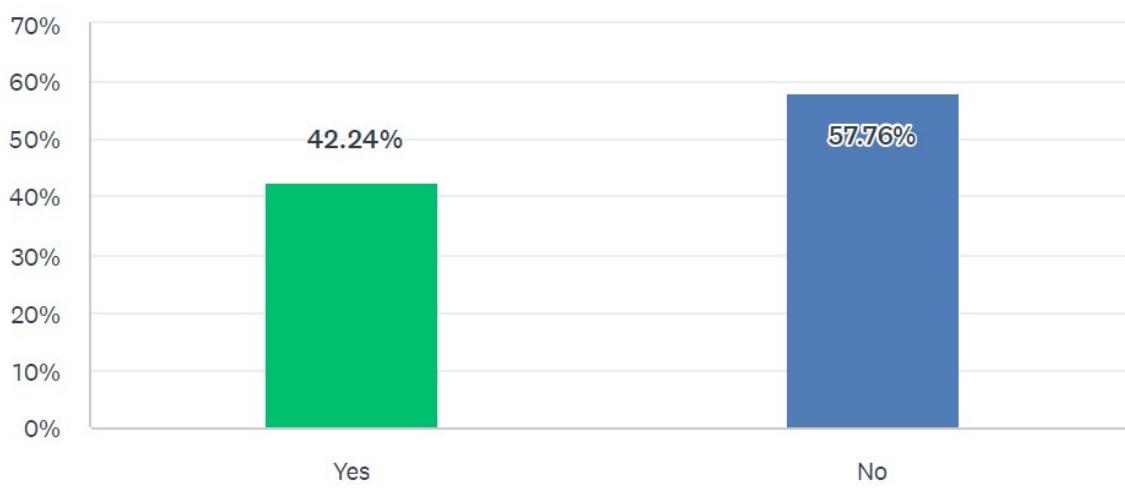
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Comments (25 total responses):

- Every field should have an internship like OHIP. My life changed dramatically when I agreed to step out of my comfort zone and do something that not only scared me a little but also inspired me. I really can't say that there's anything that could've been improved during my experience.
- I think everyone working in public health or medicine should be required to do a project like the one I was lucky to do during my internship. So many people overlook the effect that work has on their health and many willingly ignore the conditions of other working people especially those with manual labor or high hazard jobs. All medical professionals should be required to spend time learning about and studying occupational health.
- I highly recommend OHIP for students. As a public health student, OHIP provided me with a solid foundation regarding occupational safety and health.
- Regardless of whether you go into occupational health or labor in your professional career, there is value in understanding these issues and their importance in all policy and health work. I'm not in the OHIP realm, but my experiences and learning whilst in the program continue to influence and shape the social justice and empathetic lens in which I do my economic policy work.

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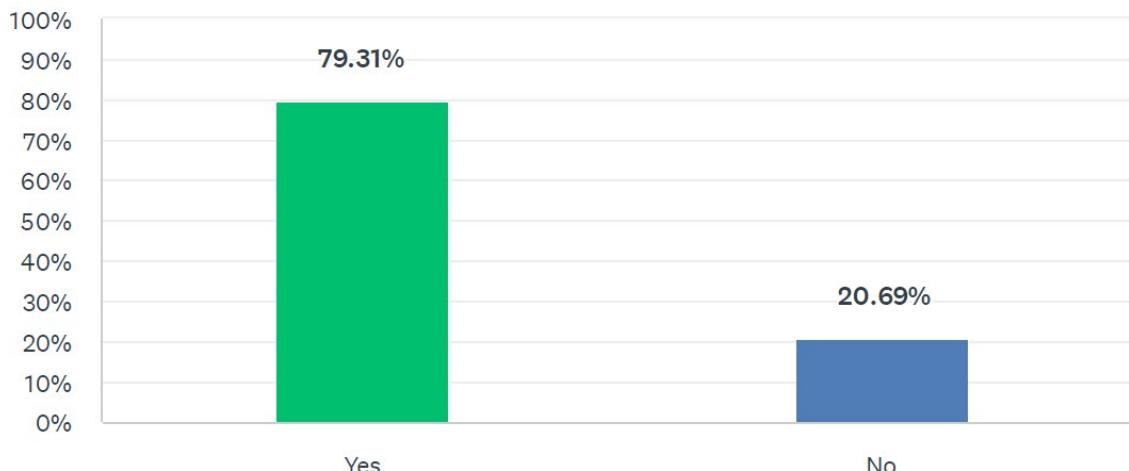


Comments (51 total responses):

- I think OHIP is doing a good job of taking time to learn about the lived experience of the interns and should continue to be receptive to feedback.
- I think the interns should meet in “pods” bi-weekly. I think it helps with providing immediate support, relationship building for developing long-term relationships, and provides a space to co-create and share knowledge.
- Only thing is that I wish the summer internship could be longer than the 8-9 weeks because it is a lot to cover in a few months. My OHIP partner and I did it but it flew by and a few more weeks would have helped to get even more from the experience. However, not sure the timeline can be extended with timing end of semester, orientation, etc.
- OHIP is a great program. If there was more funding, it would be great to bring the cohort back together at the end.
- Things can always be improved, thought I’m honestly having a hard time coming up with a way to improve OHIP. The only comment that comes to mind is that racial, economic, and health justice are all intertwined, and that is something that more and more people are coming to understand, I think. Doubling down on the messaging during recruitment might excite students who didn’t think they were interested in this field.

15. Would you be interested in attending an OHIP Alumni gathering (in-person or virtually) to network with other professionals/activists from a wide range of disciplines and share your experience in occupational safety and health?

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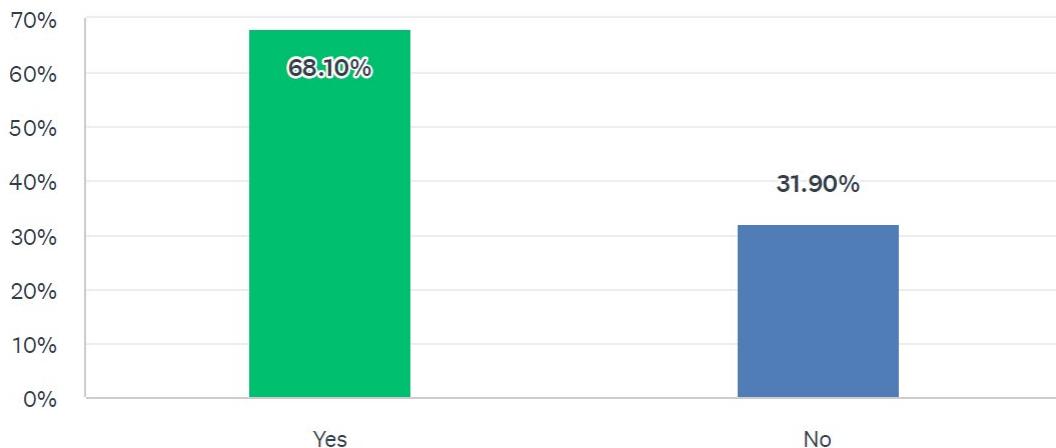


Comments (44 total responses):

- I have had a fun and exciting career so far as an Industrial Hygienist and would love to share my story and path as well as hear about others!
- Yes! I am applying to medical school and working full-time, but this sounds very fun and informative.
- I would love to simply network and share my experience of my time at OHIP. I had a wonderful experience and believe this is an invaluable opportunity for other students.
- I think it would be helpful to meet with professionals working in unions and worker centers, given my interest in labor law.
- It would be great to have some sort of alumni circle or even a directory to know where people are working or studying and allow for networking opportunities. Or if OHIP organized online career panels for alumni to attend.
- Yes, I would specifically enjoy to network with staff that use data analysis in order to advocate for health and safety.
- I think it would be great to connect and network with other alumni to see what others are doing to see if there are opportunities to partner on future projects/collaborate on work.

16. Would you be interested in offering or receiving mentorship to/from other OHIP Alumni to share/learn about a career in occupational safety and health?

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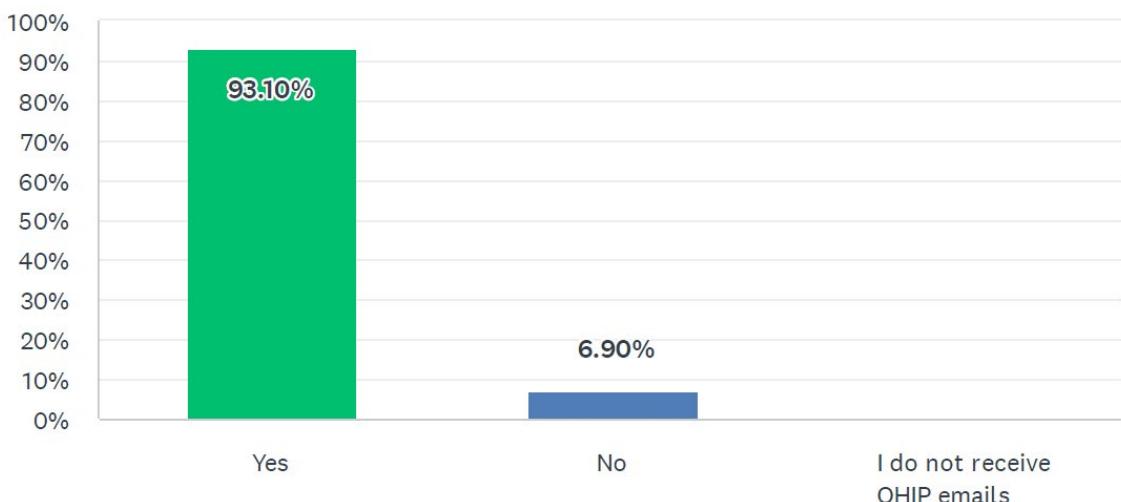


Comments (36 total responses):

- I am young in my career and would really like to receive mentorship from more senior professionals.
- I am interested in providing mentorship for those interested in medicine and the allied health professions.
- I would love to mentor anyone who is interested in graduate school for environmental and occupational health and receive mentorship for anyone that is already in medical school.
- I am not sure what direction I would like to take with my future medical career, but I would love to be able to provide to others the insight I have with regards to my personal experiences with OHIP, occupational safety and health, and labor issues, advocacy, and research.
- Although I do not have a career in occupational safety and health, I would be interested in learning about the career trajectories of how others may apply a public health degree to focus on occupational safety and health.
- I would be interested in receiving mentorship. After I complete my PhD program, I would be interested in providing mentorship.

17. If you receive OHIP emails about occupational safety and health opportunities from Sarah Jacobs (National Program Coordinator), are they helpful/useful?

Answered: 116 Skipped: 4



Comments (23 total responses):

- Thanks so much, Sarah! It's great to keep updated with OHIP news, as well as other opportunities. You are an amazing resource and support to our OHIP program.
- I find the current events/OHIP news and the potential job offerings helpful; however, it'd be nice to have something along the lines of a more general news article or recent occupational health finding that would be an interesting read.
- Because I am in school right now, I cannot apply for many of the great job opportunities but the employment announcements are helpful for me to see what is out there and what I can apply to after I graduate.
- Sarah Jacobs' OHIP emails are such a great resource and they make me feel connected as an Alumni of OHIP.
- I like feeling in touch with the OHIP project. I always look through the job announcements as well.
- It might be helpful to have some kind of alumni spotlight blurb or something that provides short profiles on OHIP alumni (i.e. what degree or occupational safety career path they are pursuing) to show how interdisciplinary the field is.
- Yes, I always look at them and read the jobs even if I'm not applying—it helps me keep my finger on the pulse of what's going on in the job market and what people are working on/what's receiving attention in OHS.
- I really appreciate the emails. I am sure it takes Sarah a great deal of effort to put them together. I do read them and look over the job opportunities. I am still a couple of years away from graduating but I hope the emails will continue because I think they help me with future job search.

18. OHIP has been reflecting on ways the program can better incorporate social justice experiences, evidence and discussions with our summer workplace safety and health internship program. We value our alumni feedback particularly pertaining to how the program can elevate social justice issues in future OHIP summers. In what ways do you think OHIP as a program could better align with issues of racial, gender, immigrant, or LGBTQ+ justice as it relates to workplace safety and health?**Reponses (58 total):**

- The communities of which seem to be targeted in OHIP projects are workers who are part of underrepresented communities and I think OHIP does a very good job in opening discussions about social behavioral implications and how other social justice issues may prevent certain populations from staying safe in their workplace.
- We could discuss these social justices more prominently during the orientation discussions and create a safe space for it to be discussed. This could also be integrated into trainings conducted before the summer begins or even have projects that focus on these issues (if we can find a hosting union/site for this).
- It's been 8 years since my OHIP experience, but it was very social justice oriented at that time and I'm sure it continues to be. I think continuing to highlight local community leaders and organizers is key, as well as recruiting OHIP interns from a variety of backgrounds. This may mean more outreach to niche college student groups for student of color, women, LGBTQ candidates.
- The OHIP program can be a leader when it comes to racial, gender and other social justice issues that directly impact workers' lives. Many of the students who apply and participate in an OHIP summer are young people of color, who are already thinking about and connecting these issues with wider social issues. As such, they and OHIP have a great opportunity to not only shape the growing field of OHS encouraging participation from immigrants and people of color, as well as leading many of these intersecting movements.
- During orientation, it was really great to hear from different workers about their experiences with labor organizations and about their efforts to address worker safety in their workplaces. And already, a lot of those folks were from underrepresented backgrounds so maybe having them speak on how their background affects their efforts could help in making the conversation around workplace safety and health more nuanced.