

PREFACE

FREDERICK T. L. LEONG, DONALD E. EGGERTH,
AND MICHAEL A. FLYNN

According to a recent report from the World Health Organization (WHO) Commission on the Social Determinants of Health, “a girl born in Sweden will live 43 years longer than a girl born in Sierra Leone.”¹ The report goes on to observe that “in Glasgow, an unskilled, working-class person will have a lifespan 28 years shorter than a businessman in the top income bracket in Scotland” (see Footnote 1, p. 5). Commenting on these sobering statistics of health disparities around the world in an invited address, Vicente Navarro (2009) of Johns Hopkins University noted that

the mortality differentials among countries are enormous. But such inequalities also appear within each country, including the so-called rich or developed countries. . . . We could add here similar data from the United States. In East Baltimore (where my university, the Johns Hopkins University, is located), a black unemployed youth has a lifespan 32 years shorter than a white corporate lawyer. Actually, as I have documented elsewhere, a young African American is 1.8 times more likely than a young White American to die from a cardiovascular condition.

¹Navarro, V. (2009). What we mean by social determinants of health. *Global Health Promotion*, 16, 5–16.

Race mortality differentials are large in the US. . . . In the same study, I showed that a blue-collar worker is 2.8 times more likely than a businessman to die from a cardiovascular condition. (p. 5)

The challenges of health disparities for racial and ethnic minorities in this country have been publicized in the scientific community by reports such as *Unequal Treatment* and articles like Navarro's (2009) address.² However, much less attention and research have been focused on occupational health disparities (OHDs) among racial and ethnic minority groups. Despite an increasing number of immigrant and nonimmigrant racial and ethnic minorities in the United States, little is known about OHDs among these populations. Worker groups in the United States have differential exposure to workplace hazards, and in many cases, these hazards are disproportionately experienced by racial and ethnic minorities. As a result, any research and policy efforts to address health disparities among racial and ethnic minorities will also need to address the differential impacts of working conditions on their health. These OHDs are exacerbated by barriers resulting from language issues, socioeconomic factors, and cultural beliefs and attitudes. Therefore, a multicultural perspective on OHDs is needed to understand the unique barriers and stressors that they encounter in the workplace. This volume will provide a state-of-the-art review of the literature as well as a road map to guide future research to address the challenges in OHDs among racial and ethnic minorities.

²Institute of Medicine. (2003). *Unequal treatment: Confronting racial and ethnic disparities in health care*. Washington, DC: National Academies Press.

Occupational Health Disparities

APA/MSU SERIES ON MULTICULTURAL PSYCHOLOGY

Series Editor: Frederick T. L. Leong

Conducting Multinational Research: Applying Organizational Psychology in the Workplace

Edited by Ann Marie Ryan, Frederick T. L. Leong, and
Frederick L. Oswald

Occupational Health Disparities: Improving the Well-Being of Ethnic and Racial Minority Workers

Edited by Frederick T. L. Leong, Donald E. Eggerth, Chu-Hsiang (Daisy)
Chang, Michael A. Flynn, J. Kevin Ford, and Rubén O. Martinez

Occupational Health Disparities

*Improving the Well-Being of Ethnic
and Racial Minority Workers*

EDITED BY Frederick T. L. Leong, Donald E. Eggerth,
Chu-Hsiang (Daisy) Chang, Michael A. Flynn, J. Kevin Ford,
and Rubén O. Martinez

AMERICAN PSYCHOLOGICAL ASSOCIATION
WASHINGTON, DC

Copyright © 2017 by the American Psychological Association. All rights reserved. Except as permitted under the United States Copyright Act of 1976, no part of this publication may be reproduced or distributed in any form or by any means, including, but not limited to, the process of scanning and digitization, or stored in a database or retrieval system, without the prior written permission of the publisher.

Chapter 5 was authored by an employee of the United States government as part of official duty and is considered to be in the public domain.

Published by
American Psychological Association
750 First Street, NE
Washington, DC 20002
www.apa.org

To order
APA Order Department
P.O. Box 92984
Washington, DC 20090-2984
Tel: (800) 374-2721; Direct: (202) 336-5510
Fax: (202) 336-5502; TDD/TTY: (202) 336-6123
Online: www.apa.org/pubs/books
E-mail: order@apa.org

In the U.K., Europe, Africa, and the Middle East, copies may be ordered from
American Psychological Association
3 Henrietta Street
Covent Garden, London
WC2E 8LU England

Typeset in Goudy by Circle Graphics, Inc., Columbia, MD

Printer: Sheridan Books, Chelsea, MI
Cover Designer: Beth Schlenoff Design, Bethesda, MD

The opinions and statements published are the responsibility of the authors, and such opinions and statements do not necessarily represent the policies of the American Psychological Association.

Library of Congress Cataloging-in-Publication Data

Names: Leong, Frederick T. L., editor.

Title: Occupational health disparities : improving the well-being of ethnic and racial minority workers / edited by Frederick T.L. Leong, Donald E. Eggerth, Chu-Hsiang Chang, Michael A. Flynn, J. Kevin Ford, Rubén O. Martinez.

Description: Washington, DC : American Psychological Association, [2017] | Series: Cultural, racial, and ethnic psychology book series | Includes bibliographical references and index.

Identifiers: LCCN 2016038811 | ISBN 9781433826924 | ISBN 1433826925

Subjects: LCSH: Industrial hygiene—Moral and ethical aspects. |

Minorities—Employment. | Minorities—Health and hygiene.

Classification: LCC HD7261 .O335 2017 | DDC 363.11089—dc23 LC record available at <https://lcn.loc.gov/2016038811>

British Library Cataloguing-in-Publication Data

A CIP record is available from the British Library.

Printed in the United States of America
First Edition

<http://dx.doi.org/10.1037/0000021-000>