

A. COVER PAGE

Project Title: UIC Center for Healthy Work	
Grant Number: U19OH011232	Project/Grant Period: 09/01/2016-08/31/2021
Reporting Period: 09/01/2016-08/31/2021	Date Submitted: 03/15/2022
Program Director/ Principal Investigator Lorraine M. Conroy Environmental and Occupational Health Sciences University of Illinois Chicago School of Public Health 1603 W Taylor M/C 923 Chicago, IL 60612 lconroy@uic.edu	Administrative Official Information Karen McCormack Executive Director, Sponsored Programs 1737 W. Polk Street 304 AOB, M/C 672 Chicago, IL 60612-7227 Phone: (312) 996-2862 Fax: (312) 996-9598 E-mail: awards@uic.edu
Change of Contact PD/PI: NA	
Human Subjects: NA	Vertebrate Animals: NA
hESC: NA	Inventions/Patents: NA

B. ACCOMPLISHMENTS

B.1. What are the major goals of the project?

1. Further identify and analyze factors that impact the health of workers in precarious employment using surveillance data and community-based participatory research methods
2. Develop and assess the effectiveness of interventions designed to improve the health of workers in precarious employment
3. Disseminate effective interventions by creating synergistic partnerships among community, employer and healthcare organizations that will lead to long-term improvements in the health of workers in precarious employment

B.2. What did you accomplish under these goals?

Major activities accomplished by the UIC Center for Healthy Work (CHW) have successfully responded to Specific Aims 1-3. Activities based on aim, including outcomes are outlined below:

- Specific Aim 1 –Research
 - The Greater Lawndale Healthy Work project (GLHW) completed a mixed methods community health assessment using focus group, interview, concept mapping methodologies, community survey research methodology, landscape assessment and secondary data analysis of census data. GLHW also established the GLHW Council, a group of community stakeholders and academic partners, led by Community Council Co-Chairs that over see our research and intervention development activities.
 - The CHW Outreach Core conducted an environmental scan to examine organizational perceptions of pathways into precarious jobs, and barriers and facilitators to healthy work, as well as partner organizations' activities and capacity to address these issues. It was observed through semi-structured qualitative interviews, across and sectors and levels, there was adequate awareness of the root causes of precarious work. Initiatives mentioned by partners were logged in a database that demonstrates how interviewee organizations had aimed to improve worker health, safety, and well-being.
 - Through a series of strategic planning and continuous improvement activities, the CHW developed a 'closed loop' evaluation plan which dictated regular assessment of the Center's activities. CHW developed a flowchart, logic model, and ultimately, a Theory of Change to further define our mission and vision and ensure sustainable actions toward achieving our vision. The Theory of Change was used to develop the Center for Healthy Work's successful reapplication to the Center of Excellence for Total Worker Health program through the identification of mission-driven research projects.
- Specific Aim 2 – Intervention Design
 - GLHW Council, an intervention itself, is designed to improve the health of workers in the Greater Lawndale neighborhood of Chicago. GLHW developed Greater Lawndale *Lotería*: An evidence-informed, historically grounded and worker-justice themed card game to promote awareness of precarious work at the neighborhood level.
 - The CHW Healthy Work Collaborative (HWC), through Action Learning, provided aa space for public health and labor organizations to foster new networks and partnerships for their organizations, increase understanding and skills to collaboratively address precarious work and its root causes, and leverage or develop Policy, Systems and Environmental (PSE) change initiatives that address these root causes in collaborative networks. HWC evaluation findings demonstrated that organizations that participated in the HWC had an improved understanding of precarious work's relationship to health; improved critical thinking and strategic planning skills; and ability to analyze power dynamics and identify potential allies (Welter, et.al., 2022). Findings from focus groups 2 years after the HWC suggested that the foundation and structure of the HWC was essential to the development and implementation of Total Worker Health initiatives for organizations involved. To date, the HWC has provided over \$100,000 in mini-grant funding to organizations involved in implementing PSE change initiatives.
- Specific Aim 3 – Dissemination and Collaboration
 - Through relationships built in the GLHW council, the research project has expanded strategic organizational partnerships and their connections to communities. GLHW regularly tables at community events and has created 2 policy reports; a dozen community infographics; virtual projections in community spaces to build awareness on precarious work; a community resource guide. GLHW has published 3 manuscripts, with 2 under review, with 5 manuscripts and an invited book chapter on community engagement in development.
 - The CHW Communications and Outreach Group (COG) is the Center's primary dissemination arm. The COG has developed a comprehensive communications plan that prioritizes accessible dissemination to diverse audiences. The COG converts peer-reviewed publications into 2-page briefs for partners. Briefs provide succinct, culturally appropriate language translations of full articles, without the issue of paywalls and educational barriers that are often associated with access for community partners. In addition, findings and best-practices are promoted through the Center's website and newsletter as well as through webinars, in-person events, communications materials such as flyers and drop pieces, community, and worker resources, and more. The COG has also created social media accounts of Facebook, Twitter, and Instagram, with over 300 followers.

B.3. Competitive Revisions/Administrative Supplements

NA

B.4. What opportunities for training and professional development did the project provide?

The CHW has provided student mentoring and assistantship opportunities to 40 students since 2016. Students have worked with the CHW as research assistants, in graduate hourly positions, as volunteers/interns, or as part of their Applied Practice Experiences.

The Communications and Outreach Group (COG) has also maintained a significant partnership with the UIC Great Lakes Center for Occupational Safety and Health (GLC-OSH), a NIOSH-funded Education Research Center based at UIC. Through this partnership, the Center and GLC-OSH coordinate the delivery of webinars and other educational/training offerings focused on preparing students, the workforce, occupational physicians, industrial hygienists, and other health and safety professionals, to respond to precarious work in practice.

The Healthy Work Collaborative (HWC) gave both outreach core members and participating organizational representatives multiple opportunities for training and professional development. The HWC promotes the reciprocal learning of knowledge, skills, and capacity building of HCHW members and other public health/health care institutions from labor representatives (i.e., academics, union leaders, worker advocates).

GLHW also co-developed and facilitated the Community-Based Participatory Research Lab with the UIC Collaboratory for Health Justice. The Research Lab is a training program relevant for Chicago community members who are interested in developing research careers, capabilities in evidence-based practice.

The COG also developed the University-based Research Network program to identify University of Illinois researchers who were conducting research that is in line with the Center's mission. Solicitation for affiliation was sent to investigators studying worker health and safety, industrial hygiene, workforce research, re-skilling/re-tooling of labor, co-operative workforce models, community and economic development, opioid and other substance use disorders and their relation to employment, workplace mental health and well-being, future of work and healthy work design, gender and employment, race and employment, employment in rural/suburban/urban communities, technology, automation, and artificial intelligence at work. The aim of developing the Research Network was to identify opportunities for professional development and networking, to train others on Research Network activities, and to identify more pathways for strategic dissemination of research in response to Future of Work needs.

B.5. How did you disseminate the results to communities of interest?

The Outreach Core, or Communications and Outreach Group (COG) is committed to translating research findings and identifying best-practices through multidirectional partner engagement. Therefore, the COG has established a dedicated structure for research translation and dissemination. Starting in 2017, the Center's Planning and Evaluation Core undertook the lead role in identifying opportunities to disseminate research findings for diverse audiences, building a Center brand, and providing resources to communities of interest. The Center's communication and dissemination structure was made up of representatives from each project in the Center. The group met biweekly to ensure project needs are met around communication and dissemination activities. In this role, the group set strategic communication goals for the Center through establishing communications policies and developing and reviewing dissemination products.

In June 2019, the Center for Healthy Work launched its new website. The new website contains more interactive features including a video from Center director, Dr. Lorraine Conroy, explaining the nature of precarious work, an interactive map providing resources for workers, an opportunity for local organizations to add themselves to the interactive map, a consistently updated news and events section, and a connection to the Center for Healthy Work's social media accounts.

Dissemination channels include a newsletter, webinars, in-person events and maintaining a community presence, communications materials such as flyers and drop pieces, community, and worker resources, and more. The COG has also created social media accounts of Facebook, Twitter, and Instagram, with over 300 followers.

B.6 - What do you plan to do during the next reporting period to accomplish the goals?

As a result of activities in Years 1-5 of funding, the CHW has identified aims to sustain and enhance activities to address precarity at work. The CHW Theory of Change was used to identify aims for subsequent activities. The CHW will conduct transdisciplinary and participatory, applied action research in communities and institutions to identify policies and practices that demonstrate the value of healthy work and approaches to worker wellbeing for all workers, within and outside of workplaces. CHW research translation will continue to contribute to an evidence-based definition of healthy work that illuminates the role of healthy work in addressing social inequities, identifies structural barriers to healthy work, and the impact of precarious work on inequities and health disparities is prioritized in the development of Total Worker Health interventions. The CHW will strengthen network capacity to support healthy work and expands the reach of Total Worker Health through multidirectional engagement across socioecological levels. The CHW's specific aims are to:

- Conduct research to produce evidence, gathered through transdisciplinary and participatory, applied, and racial justice-centered research, exploring work as a social and structural determinant of health and identifying and testing actions to promote healthy work

- Build and strengthen multidirectional collaboration and engagement across eco-social levels to create networks that support healthy work
- Develop and expand the reach of policy, systems, and environmental change initiatives to operationalize Total Worker Health by building capacity to address precarious work across eco-social levels and geographical locations
- Translate and disseminate evidence to promote policies and practices that demonstrate the value and approaches to support healthy work and worker well-being for ALL workers, within and outside the workplaces.

The Theory of Change process also led to the aims of the two research projects and outreach core and serves as a roadmap for the planning and evaluation core. Achieving our aims will result in community, workplace, and policy changes to address precarious employment and improve working conditions and health for workers currently engaged in precarious work.

C. PRODUCTS

C.1. Publications, conference papers, and presentations

Please see individual project F-RPPR reports for further details on products developed by the UIC Center for Healthy Work.

C.2. Website(s) or other Internet site(s) – include URL(s)

Please see individual project F-RPPR reports for further details on products developed by the UIC Center for Healthy Work.

C.3. Technologies or techniques

NA

C.4. Inventions, patent applications, and/or licenses

NA

C.5. Other products and resource sharing

NA

D. PARTICIPANTS

D.1. What individuals have worked on the project? Please include calendar, academic, and summer months.

Commons ID	S/K	Name	Degrees(s)	Role	Cal	Aca	Sum	Foreign	Country	SS
LCONROY		Conroy, Lorraine M	ScD	Principal Investigator		1.38	.34			
		Fisher, Elizabeth		Co-Investigator	12					
		Pratap, Preethi	PhD	Co-Investigator	1.2					
		Hebert-Beirne, Jeni	PhD	PI		1.35	.30			
		Forst, Linda	MD	Co-I		.3	.10			
		Kapadia, Devangna	MS, MPH	Co-Investigator	2.8					
		Love, Marsha	MA, MA	Co-Investigator	3.2					
		Favela, Rolando	MS	Research Associate	1.8					
		Pustek, David		Administrator	.3					
		Pinsker, Eve	PhD, MA	Co-Investigator	.1					

		Jarpe-Ratner, Elizabeth	PhD, MPH	Co-Investigator		.4	.2			
		Yen, Mike	MS	Program Admin	.6					
		Beamon-Richardson, Michaela	MPH	Research Assistant		2.25	.5			
		Avelar, Sandra	MPH	Research Assistant		2.25	1.24			
		Chaudry, Aeysha	MPH	Research Assistant		2.25	.50			
		Castaneda, Yvette	MPH	Research Assistant	2.5					

D.2 Personnel updates

a. Level of Effort: After the initial budget period 2016-2017, the level of support for the co-directors in Planning & Evaluation was reduced to better reflect the activities associated with our planning and evaluation activities. Outreach Core Co-Principal Investigator Joseph Zaroni, and Co-investigator, Marsha Love, retired in May 2017 and December 2020, respectively.

b. New Senior/Key Personnel: In 2018, Dr. Brosseau retired from UIC, and Dr. Conroy assumed leadership of the Center for Healthy Work. After the second budget period, 2017-2018, Kee Chan left the Planning & Evaluation Core to concentrate her efforts on other projects and teaching.

c. Changes in Other Support:

d. New Other Significant Contributors:

E. IMPACT

E.1 - What is the impact on the development of human resources, if applicable?

E.2 - What is the impact the Public Health Relevance and Impact? The investigator should address how the findings of the project relate beyond the immediate study to improved practices, prevention or intervention techniques, legislation, policy, or use of technology in public health.

F. CHANGES

F.1 – Changes in approach and reasons for change, including changes that have a significant impact on expenditures

NA

F.2 - Actual or anticipated challenges or delays and actions or plans to resolve them

NA

F.3 - Significant changes to human subjects, vertebrate animals, biohazards, and/or select agents

NA

G. Special Reporting Requirements

G.1 Special Notice of Award Terms and Funding Opportunities Announcement Reporting Requirements NA
G.2 Responsible Conduct of Research NA
G.3 Mentor's Research Report or Sponsor Comments NA
G.4 Human Subjects G.4.a Does the project involve human subjects? No. G.4.b Inclusion Enrollment Data NA G.4.c ClinicalTrials.gov NA Does this project include one or more applicable clinical trials that must be registered in ClinicalTrials.gov under FDAAA? No.
G.5 Human Subject Education Requirement Are there personnel on this project who are newly involved in the design or conduct of human subject's research? No.
G.6 Human Embryonic Stem Cells (HESCs) Does this project involve human embryonic stem cells (only hESC lines listed as approved in the NIH Registry may be used in NIH funded research)? NA
G.7 Vertebrate Animals Does this project involve vertebrate animals? No.
G.8 Project/Performance Sites University of Illinois Chicago School of Public Health 1603 West Taylor Street, Chicago IL, 60612-4310 DUNS: 098987217-0000
G.9 Foreign Component NA
G.10 Estimated Unobligated Balance

G.10.a Is it anticipated that an estimated unobligated balance (including prior year carryover) will be greater than 25% of the current year's total approved budget?

No.

G.11 Program Income

Is program income anticipated during the next budget period?

No.

G.12 F&A Costs

Is there a change in performance sites that will affect F&A costs?

No.

I. OUTCOMES

I. Provide a concise summary of the outcomes or findings of the award, written for the general public in clear and comprehensible language, without including any proprietary, confidential information or trade secrets

Note: project outcome information will be made public in NIH RePORTER

The UIC Center for Healthy Work (CHW) has successfully met its aims as outlined to the sponsor. Specific aims around research, intervention design, knowledge translation and dissemination have resulted in the proceeding outcomes of note. The Outreach Cores, Communication and Outreach group has built the necessary infrastructure to translate knowledge and disseminate evidence over multiple social and information channels. The CHW Internal Advisory Board (IAB) also provided the infrastructure to oversee the accomplishment of Center and project aims. The IAB consistently engaged in strategic discussion about research activities, opportunities for collaboration, knowledge transfer, and internal capacity building. Through its management structure, the Center for Healthy Work's IAB has positioned the Center to successfully facilitate multi-disciplinary research and dissemination.

The development of the Greater Lawndale Council, comprised of Greater Lawndale community members, community organizations, and worker center representatives, is an intervention that identifies and builds on sustainable community initiatives to promote healthy work in Greater Lawndale. To date, the Greater Lawndale Council has; (1) Explored community-level approaches for improving residents' health at work with results documented in 3 manuscripts, with 2 under review, and with 5 manuscripts and an invited book chapter on community engagement in development; (2) Built community capacity for recognizing worker health as community health through community infographics, events, and Greater Lawndale Lotería: An evidence-informed, historically grounded and worker-justice themed card game to promote awareness of precarious work at the neighborhood level; and (3) Developed community-based interventions that expand residents' access to healthy jobs this includes A series of Co-op 101 Workshops to increase knowledge and awareness about worker cooperatives among GL community members, a policy analysis to support informal workers by analyzing home-based business ordinances, A policy analysis to support temp workers' health through changes to workers' compensation systems in Illinois in order to build capacity and accountability among current community members, CBOs, and local government, and a COVID-19 Stories Project to understand how COVID-19 has impacted the work situations of community members. Using a trauma-informed story collection approach, 26 GL community members were interviewed about by neighborhood youth.

The Development of the Healthy Work Collaborative (HWC) was an evidence-informed capacity building policy, systems, and environmental change initiative which aimed to facilitate cross-sectoral partnerships between health and labor sector partners. The HWC anticipated outcomes were increased relationships, collaborative group processes, social norms change, and PSE change. Evaluation findings from the HWC indicate positive results at all Kirkpatrick levels, which assesses training methods by reaction, learning, behavior, and results. Participants reported that the HWC curriculum and delivery was valuable and well received; they demonstrated success in addressing precarious employment through policy, systems, and environmental change skills and increased or strengthened health/labor partnerships.

The overall goal of the CHW is to implement strategies and actions to inform systems change to improve worker and community health. The CHW continues to work toward removing barriers that impact the health of low wage workers. Our continued activities aim to identify and promote employment programs, practices, and policies that will improve worker and community health locally, across the state, and throughout the nation.

A. COVER PAGE

Project Title: UIC Center for Healthy Work, Planning and Evaluation Core	
Grant Number: U19OH011232	Project/Grant Period: 09/01/2016-08/31/2021
Reporting Period: 09/01/2016-08/31/2021	Date Submitted: 03/15/2022
Program Director/ Principal Investigator Lorraine M. Conroy Environmental and Occupational Health Sciences University of Illinois Chicago School of Public Health 1603 W Taylor M/C 923 Chicago, IL 60612 lconroy@uic.edu	Administrative Official Information Karen McCormack Executive Director, Sponsored Programs 1737 W. Polk Street 304 AOB, M/C 672 Chicago, IL 60612-7227 Phone: (312) 996-2862 Fax: (312) 996-9598 E-mail: awards@uic.edu
Change of Contact PD/PI: Not Applicable	
Human Subjects: Not Applicable	Vertebrate Animals: Not Applicable
hESC: Not Applicable	Inventions/Patents: Not Applicable

B. ACCOMPLISHMENTS**B.1. What are the major goals of the project?**

The long-term goal of the Planning and Evaluation Core is to ensure that the UIC Center for Healthy Work is effective at conducting research and outreach activities in collaboration with communities and organizations that result in interventions with positive impacts on the health and well-being of workers.

The specific aims of the Planning and Evaluation Core were to:

1. Create an experienced leadership and management team that is multi-disciplinary, collaborative and consultative
2. Establish a management structure that is nimble and effective at coordinating multiple research projects, outreach core and evaluation program activities
3. Develop an internal advisory board that includes a broad range of expertise and a process that ensures input from the range of research, outreach and evaluation activities
4. Create and engage an external advisory board that is representative of all key stakeholders and perspectives
5. Assess the fidelity and implementation of the core mission and activities of the Center for Healthy Work
6. Assess the impact of the Center for Healthy Work on the safety, health and well-being of workers in precarious employment

B.2. What did you accomplish under these goals?

When funded in 2016, the UIC Center for Healthy Work Planning and Evaluation Core aimed to utilize a multidisciplinary management team, nimble organizational structure, and thorough evaluation plan to ensure successful execution of the Center's mission.

Consisting of core and project directors, the Internal Advisory Board (IAB) met biweekly and was responsible for oversight of all Center activities, accomplishment of Center and project aims, and scope management. The IAB engaged in strategic discussion about research activities, opportunities for collaboration, knowledge transfer, and internal capacity building. Through its management structure, the Center for Healthy Work's IAB has positioned the Center to successfully facilitate multi-disciplinary research and dissemination. Center investigators have a wide range of research and practice expertise. Investigators' backgrounds include industrial hygiene, community-based participatory research, evaluation design and implementation, psychology, occupational medicine, health promotion, and chronic disease prevention.

The IAB's structure provided regular opportunities for the Research and Outreach Cores to report on stakeholder engagement. The Center for Healthy Work's Research Core, the Greater Lawndale Healthy Work project, has an active Community Council to guide and inform best practices. The Community Council is made up of leaders from local community and advocacy organizations, faith-based organizations, public health, and healthcare institutions. The Outreach Core, Healthy Communities through Healthy Work, identified academic and practice experts to guide training, implementation, decision-making, and curriculum design. The Planning and Evaluation led Center-wide retreats and surveys that informed the development and role of the Center for Healthy Work's External Advisory Committee.

In 2016, the Center for Healthy Work's Planning and Evaluation Core (P&E Core) developed a structure to evaluate the Center's success toward meeting its aims. Developing an evaluation plan for our Center was challenging due to a wide range of disciplinary perspectives, a diverse set of stakeholders, and an early recognition of the complexity of addressing the health of workers in precarious jobs. P&E relied on a process of on-going negotiation and compromise of different viewpoints and a systemic, objective approach for reaching consensus. P&E developed a 'closed loop' evaluation plan to create opportunities for revision and to collect feedback for regular assessment of the Center's indicators and evaluation activities. A closed loop design was deemed appropriate for a new Center seeking multidirectional engagement between academia and community partners (neighborhoods and organizations) to bring about a shift in perceptions about work and health outside of the traditional workplace.

The 6 steps of the CDC Evaluation Framework used to develop the Center for Healthy Work's evaluation include: 1) Engage stakeholders, 2) Describe the program, 3) Focus the evaluation design, 4) Gather credible evidence, 5) Justify conclusions, and 6) Ensure use and share lessons learned.

The Planning and Evaluation team led four participatory activities with Center for Healthy Work stakeholders from September 2016 - December 2017 to develop the Center's evaluation framework: 1) Three strategic planning sessions led by UIC investigator, Dr. Emily Stiehl, developed the Center's mission and four strategic priorities (building evidence, networks, capacity, and awareness); 2) A survey of the Center's faculty and staff was administered to obtain consensus on the Center mission, vision, and long-term goals. The Center's evaluation team identified thematic responses. Information was also gathered on approaches, activities, actions, and outcomes the Center will accomplish over the next 5 years. The four strategic priorities were reinforced from the strategic planning process as guiding the Center's activities to realize its mission of transforming unhealthy work to healthy work; and 3) A full day retreat was attended by Center researchers, staff, students, and community partners. We conducted a hands-on activity asking participants to share activities and outcomes that align with the Center's four strategic priorities 1) building capacity, 2) building networks, 3) building evidence, and 4) building awareness. Ideas and thoughts expressed by the participants were recorded and entered into an Excel database. These ideas were further classified as on-going/future activities, and short- and long-term outcomes aligning with each of the four strategic priorities.

Beginning in 2018, the activities described above were used to develop the initial Center for Healthy Work Flowchart (Figure 1) to enhance the demonstration of the Center's evaluation activities.

The outcome domains addressed in the Flowchart are based on the collective discussion of the IAB on the Center's activities to meet its mission, as well as alignment with Total Worker Health priorities. The flowchart moves from Immediate Markers on the left to the Long-term Outcome Markers on the right. The Immediate Markers (investigator development, community stakeholder participation/integration, collaboration, transdisciplinary integration, and resources) are the earliest markers or effects that may be expected. They represented the beginning efforts of the Center and provided the foundation for future activities and outcomes. The Center for Healthy Work asserts that progress toward our overarching long-term goal of achieving transformational social change about work and health will begin with shifting perceptions about healthy work, informing policy change, enhancing communities of practice, and creating scientific innovation in the Total Worker Health Program. All activities and outcomes in the Flowchart from beginning to end, include multidirectional and transdisciplinary learning and engagement processes.

From Spring 2018 to early 2019, P&E aimed to focus the evaluation design through multiple iterations of development of evaluation questions, uses, users, methods, and purpose were proposed and discussed amongst the IAB. P&E initially proposed 1) annual center retreats; 2) monthly collection of annual metric data; and 3) annual surveys of Center investigators, staff, and students as data collection points.

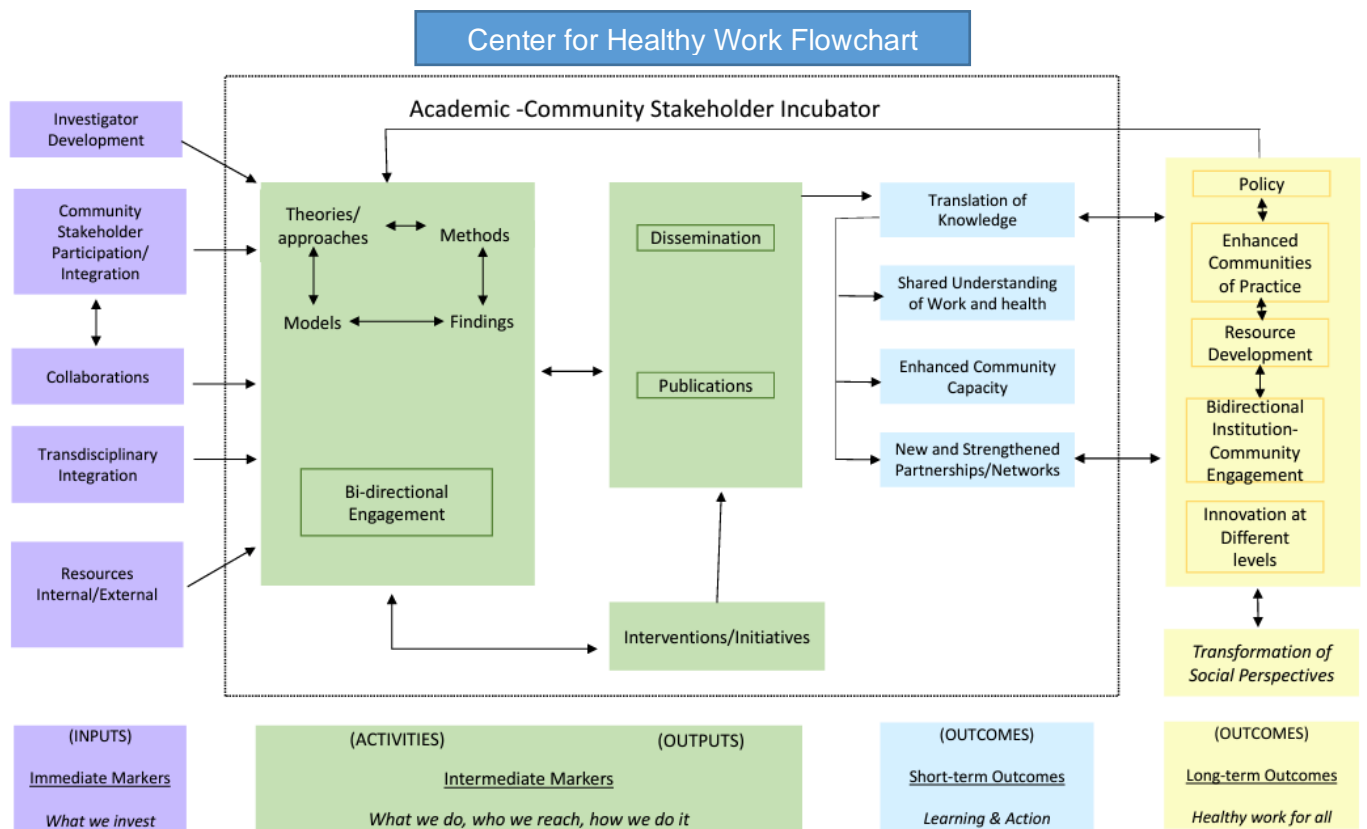
In April 2019, an Annual Metrics Tool was created and finalized to log center-wide annual data under outcome categories – Grant Applications, Investigator Development Activities, Student Mentoring Activities, Knowledge Translation Activities, and Dissemination Products. Project data from Years 1-3 of the Center for Healthy Work were entered into this online tool. The IAB developed a structure in which project personnel submitted information using the Annual Metrics Tool, monthly, to ensure that Center outcomes were regularly logged.

In May 2019, P&E hosted a retreat with all faculty, staff, and students associated with the Center. The objectives of the retreat were to understand the goals, activities, and structure of the Center for Healthy Work; identify areas of alignment and strengths; and discuss Center identity and how we are collectively represented. Each core presented on their activities. Participants were split into teams and were asked to write short description for the Center to aid the Communications and Outreach Group in discussions around Center branding and identity. A key finding from the retreat was a need to further collaborate with other academic units at the University doing similar work, other local and statewide organizations. Another key finding was that as the Center progresses, translation and dissemination must be a priority. Retreat findings informed strategic priorities for the last two years of Center for Healthy Work funding.

In September 2019, the Center hosted a retreat for all faculty, staff, and students. The retreat furthered our efforts toward achieving specific aim 1 by fostering a multi-disciplinary, collaborative and consultative event and specific aims 5-6 to assess the activities of the Center for Healthy Work and the implementation of our mission. The objectives of the retreat were to understand the goals, activities, and structure of the Center for Healthy Work; identify areas of alignment and strengths; and identify short- and long-term goals for the Center. Center personnel discussed what should be accomplished in the next 2 years of funding (short-term goals) and for another cycle of potential funding (longer-term goals).

Following the retreat, in January 2020, a survey was conducted with all Center faculty, staff, and students to determine what specific activities should occur to accomplish the short-term goals and what resources were needed. The IAB continued to discuss how to actualize the short- and long-term goals by collaboratively developing a Theory of Change for the Center. The Theory of Change was used to develop the Center for Healthy Work's reapplication to the Center of Excellence for Total Worker Health program through the identification of mission-driven research projects.

Figure 1. Center for Healthy Work Flowchart (2018)



B.3. Competitive Revisions/Administrative Supplements

A competing renewal application was submitted in January 2021 and a new cycle of funding was approved with a project period of 09/01/2021-08/31/2026.

B.4. What opportunities for training and professional development did the project provide?

NA.

B.5. How did you disseminate the results to communities of interest?

NA.

B.6 - What do you plan to do during the next reporting period to accomplish the goals?

The changes to our P&E approach as well as the Center for Healthy Work Theory of Change and revised logic model are described in Section F. Specific Aims for P&E now include:

Specific Aim 1: Foster a management structure that is nimble and effective at coordinating multiple research projects, the outreach core and evaluation program activities (Center Administration)

Specific Aim 2: Engage in ongoing strategic planning and continuous improvement (Planning)

Specific Aim 3: Assess the fidelity and implementation of the mission and activities of the Center for Healthy Work to improve the safety, health and well-being of workers in precarious employment(Evaluation)

C. PRODUCTS

C.1. Publications, conference papers, and presentations

Fisher, E. et al, Using Participatory Action Research Methods to Operationalize Total Worker Health® for Workers in Precarious Employment. Ex4OSH Poster Presentation, December 2021.

Fisher, E. et al, Total Worker Health® Participatory Action Research to Improve the Health of Workers in Precarious Jobs. Work, Stress, and Health Conference, November 2021.

Conroy, L. Healthier Workforce Center - Non-Standard Work, Healthier Workforce Center of the Midwest Seminar, October 2021.

Conroy, L. Precarious Employment and Total Worker Health. Presentation to the Healthy Work Design NORA Council, January 23, 2020.

Fisher E. NIOSH Extramural Centers COVID-19 Response: Documentation of University-Based Activities. National Institute for Occupational Safety and Health Expanding Research Partnerships Webinar Series. September 2020.

Fisher, E. and Conroy, L. Occupational Health and COVID-19. Presentation to the Interdisciplinary Public Health COVID-19 Seminar. October 2020

Conroy, L. Sustainability Issues Uncovered by COVID-19. Braun Lecture Series. October 2020.

Conroy, L. Pandemic, Public Health and Vulnerable Populations- Employment Considerations. Presentation to the Illinois New State Legislators Orientation, December 2, 2020

Conroy, L., Precarious Employment and Total Worker Health, Healthy Work Design and Well-Being NORA Cross-Sector Council, Jan.23, 2020

Fisher, E. et al., Impacting the Health of Workers in Precarious Jobs - How the Center for Healthy Work Engages in Participatory Action Research, Work, Stress, and Health Conference Nov. 9, 2019

Welter, C. et al., Meeting the Challenge of Engagement in Participatory Total Worker Health Initiatives. 2nd International Symposium to Advance Total Worker Health. May 2019.

Conroy, L. TWH Intervention Strategies: What Works for the Centers of Excellence? at 2nd International Symposium to Advance Total Worker Health. May 2019.

Pratap, P. et al., Poster Presentation - The Art and Science of Evaluation Planning in a New Center of Excellence for Total Worker Health at 2nd International Symposium to Advance Total Worker Health. May 2019.

Conroy, L. New Work, New Risks, Mutual Summit 2019: Trabajo Futuro Sociedad, April 25, 2019

Conroy, L. Trends in Demographics and Work Arrangements. 7th National Occupational Injury Research Symposium. October 2018.

Tamers, L.S; Goetzel, R; Kelly, K.. Luckhaupt, S.; Nigam, J.; Pronk, N.; Rohlman, D.; Baron, S.; Brosseau, L.; Sorensen, G.; et. al. Research Methodologies for Total Worker Health®: Proceedings from a Workshop. J. Occup. Environ. Med. 2018, 60, 968-978.

Ahonen, E.Q.; Baron, S.L.; Brosseau, L.M.; Vives, A. Health and Safety Issues for Workers in Nonstandard Employment. Oxford Research Encyclopedias. 2018. Available online: <http://oxfordre.com/publichealth/abstract/10.1093/acrefore/9780190632366.001.0001/acrefore-9780190632366-e-68>

Brosseau, L., UIC Center for Healthy Work: A NIOSH-funded Center of Excellence for Total Worker Health. University of Michigan Symposium.

C.2. Website(s) or other Internet site(s) – include URL(s)

Please see Outreach Core F-RPPR.

C.3. Technologies or techniques

Please see Outreach Core F-RPPR.

C.4. Inventions, patent applications, and/or licenses

Please see Outreach Core F-RPPR.

C.5. Other products and resource sharing

Please see Outreach Core F-RPPR.

D. PARTICIPANTS**D.1. What individuals have worked on the project? Please include calendar, academic, and summer months.**

Commons ID	S/K	Name	Degrees(s)	Role	Cal	Aca	Sum	Foreign	Country	SS
LCONROY		Conroy, Lorraine M	ScD	Principal Investigator		1.08	.24			
		Fisher, Elizabeth		Co-Investigator	7.2					
		Pratap, Preethi	PhD	Co-Investigator	.6					
		Kapadia, Devangna	MS, MPH	Co-Investigator	1.8					
		Love, Marsha	MA, MA	Co-Investigator	1.6					
		Favela, Rolando	MS	Research Associate	.8					
		Pustek, David		Administrator	.3					
		Gonzalez, Sylvia	MPH	Research Associate	2.7					
		Morales-Reyes, Emily		Hourly Research Assistant	3.4					

D.2 Personnel updates*a. Level of Effort:*

After the initial budget period 2016-2017, the level of support for the co-directors was reduced to better reflect the activities associated with our planning and evaluation activities.

b. New Senior/Key Personnel:

In 2018, Dr. Brosseau retired from UIC, and Dr. Conroy assumed leadership of the Center for Healthy Work.

After the second budget period, Kee Chan left the Planning & Evaluation Core to concentrate her efforts on other projects and teaching.

c. Changes in Other Support:

Not Applicable

d. New Other Significant Contributors:

Not Applicable

E. IMPACT**E.1 - What is the impact on the development of human resources, if applicable?**

NA

E.2 - What is the impact the Public Health Relevance and Impact? The investigator should address how the findings of the project relate beyond the immediate study to improved practices, prevention or intervention techniques, legislation, policy, or use of technology in public health.

With increasing numbers of workers experiencing adverse health impacts from the precarious nature of their jobs, the UIC Center for Healthy Work focused on collaborative community and organizational interventions that lead to improvements in the work/life health and well-being of workers, utilizing a multidisciplinary management team, nimble organizational structure, and thorough evaluation plan.

F. CHANGES**F.1 – Changes in approach and reasons for change, including changes that have a significant impact on expenditures**

As described above and in the Outreach and Research Core sections of this report, we used the work flowchart, to implement participatory action research activities, build community and organizational partnerships, and measure our progress toward our aims. Beginning with the Center Retreat in September 2020, the Center revised its approach to Planning and Evaluation, by further defining our mission and vision and developing a Theory of Change to guide our activities toward achieving our vision.

UIC Center for Healthy Work Vision: The future of work promotes inclusive and equitable opportunities for healthy work that are valued in civil society, government, and the private sector. Healthy work is:

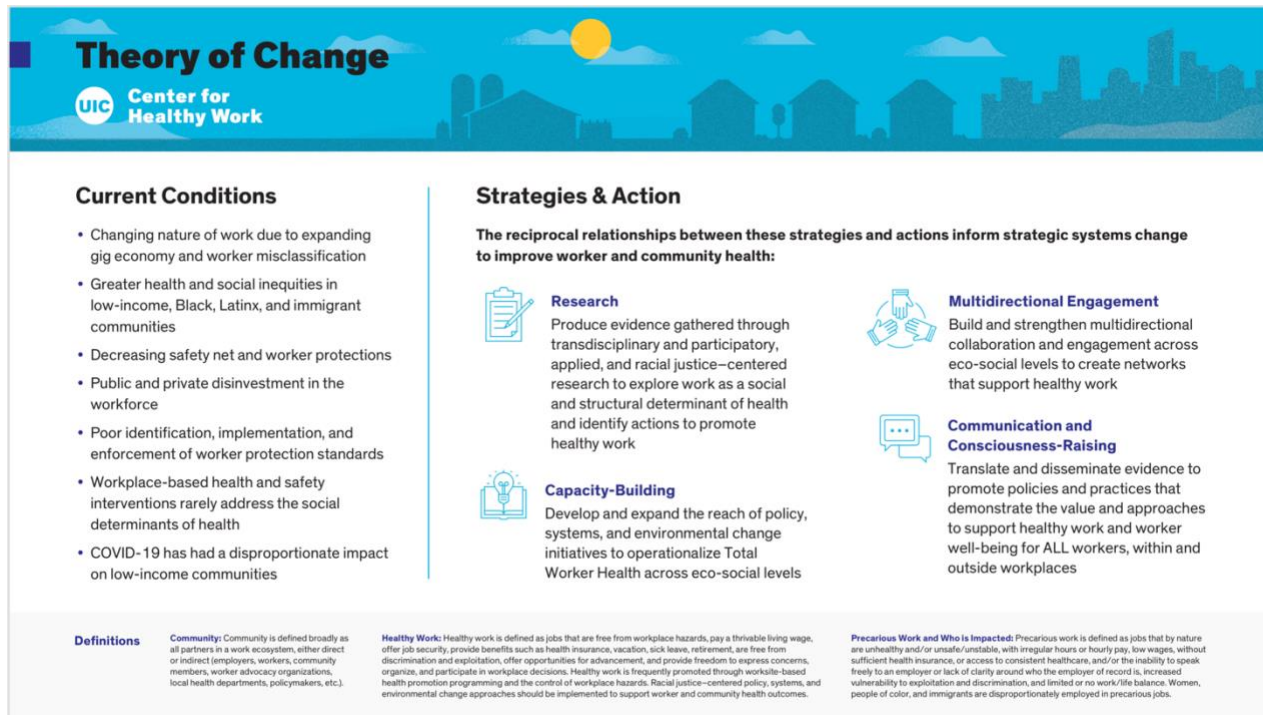
- A social and structural determinant of health, and a human right;
- A pathway to advancing systemic change and racial justice; and
- A significant contributor to workforce well-being.

The logic model for the Center was streamlined to more closely map to the specific aims of each of the core components and planned future projects in the Center for Healthy Work.

UIC Center for Healthy Work Revised Logic Model					
CORE	PROCESS EVALUATION			IMPACT EVALUATION	
	INPUTS	ACTIVITIES	OUTPUTS	SHORT-TERM IMPACT	LONG-TERM IMPACT
<u>Planning & Evaluation Core</u>	Existing knowledge, skills, & relationships in Center Center Flow Chart and Evaluation Model Annual Metrics Tool Center Retreats	Maintain management structure including Internal Advisory Board Regularly convene External Advisory Committee Center evaluation data collection	Biweekly Internal Advisory Board meeting Biannual External Advisory Committee meetings & regular engagement Annual Center Retreats Annual Evaluation Report	Center effective at coordinating research/outreach projects and evaluation activities Center activities informed by broad range of expert stakeholders, retreat strategic planning, and evaluation findings	Center for Healthy Work facilitates a structure that supports and enhances research and outreach activities that improve the health of workers in precarious jobs
<u>Research Project A:</u> Greater Lawndale Healthy Work project (GLHW)	GLHW Council Chamber of Commerce/North Lawndale Employment Network GL Community Stakeholders Collaboratory for Health Justice Focus groups findings with street vendors Needs assessment on street vendors	Establish Healthy Work principles and business certificate criteria Implement certification process Develop healthy work resources for neighborhood businesses Case study of existing co-ops Neighborhood-level feasibility study Identify workers; teach photovoice	GL Where Workers Work Database Healthy Work Certificate for local employers Employer Community of Practice Develop community-informed success metrics for co-ops Financial profitability Social outcomes Community ownership, leadership, civic engagement Identify PSE change that improve the health of GL informal workers	Adopted GLHW Principles and Business Review Process Increased accountability of businesses to community priorities Expansion of the neighborhood-based co-op ecosystem Community leaders and policymakers engaged in photovoice exhibition	GLHW businesses practice healthy work GL Quality of Life Plans integrates the certification process into community objectives ↑ community wealth PSE change that improves the health of informal workers
<u>Research Project C:</u> Workforce Health and Well-being for All as a Sustainable Business Strategy	Cone Health personnel Cone Health Enterprise Data Warehouse Internal Steering Committee Cone Health's Culture Inclusion Executive Steering Team (CIEST) External Steering Committee	Describe the current state of worker health and unmet social needs at Cone Health through: Enterprise Data Warehouse analysis Employee interviews and focus groups Develop and operationalize an organizational roadmap to inclusive worker health Evaluate implementation of road map to identify best practices for other work settings	Identify facilitators and barriers, lessons learned from development and implementation of roadmap Identification of gaps and opportunities for improving current organizational initiatives Cone Health enhanced capacity and readiness to fully implement the equitable culture of worker health roadmap	Adoption and implementation of equitable worker health and well-being initiatives at Cone health Link worker health and well-being to business performance Identification of factors that promote readiness of organizations for making workforce worker health a strategic priority Shared language for DEI and SDoH for public health to engage with businesses	

<p>Outreach Core: Communications & Outreach Group</p>	<p>Healthy Work Collaborative and All in a Day's Work curriculum and networks</p> <p>Research Network</p> <p>Regional Affiliates Meetings</p> <p>Center for Healthy Work EAC</p> <p>Research Core Projects</p> <p>Center website, social media, newsletter. resource library</p>	<p>Develop strategic research translation agenda to increase accessibility through:</p> <p>Social media</p> <p>Research/ policy briefs</p> <p>Website content</p> <p>Expand communities of practice through action learning initiatives</p> <p>Identify technical assistance and training opportunities</p>	<p>Disseminate effective interventions by creating communities of practice</p> <p>Expand CoPs to include a broad range of expert stakeholders to inform:</p> <p>Capacity- and power-building initiatives,</p> <p>Community and systems needs/assets</p> <p>Training and technical assistance activities</p>	<p>↑ awareness of healthy work</p> <p>↑ avenues for capacity building for system change</p> <p>↑ opportunities for training; professional development opportunities</p> <p>↑ networking and collaborative activities</p>
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UIC Center for Healthy Work Theory of Change



Short- and Medium-Term Impact



Research

- Participatory methods are developed and tested to characterize precarious work across eco-social levels and to describe its social, structural, and economic impacts
- The science of Total Worker Health addresses the social and structural determinants of worker health and well-being in communities, local government, and businesses
- Standards for healthy work and well-being beyond the workplace exist



Capacity-Building

- Policy, systems, environmental, and norms-change initiatives support healthy work
- More employers and communities value and implement Total Worker Health
- Academic and citizen scientists are prepared to promote healthy work through participatory engagement with partners across eco-social levels
- Increase in training, skills-building, and wealth-generation strategies to build power in workers, institutions, and communities disproportionately impacted by precarious work



Multidirectional Engagement

- Multidirectional collaboratives work together to shift norms around healthy work
- Build worker power through increased multisectoral action and investment in workers and communities disproportionately impacted by precarious work



Communication and Consciousness-Raising

- Knowledge translation to adopt a standardized, evidence-based definition of healthy work
- Role of healthy work in addressing health and social inequities is illuminated
- The impact of precarious work on mental, physical, organizational, community, racial, and geographic health disparities is prioritized in the development of interventions that address the future of work and human rights
- Structural barriers to healthy work (e.g., racism, documentation status, criminal justice system) are illuminated

Long-Term Impact

- A nationally recognized definition of "healthy work" is established
- Model for local and national policies and programs that provide safety nets
- Shift in political/economic systems around labor market policies, business models, tax policy, social safety nets, employment classification, and job quality
- Substantial investment in policy, systems, environmental, and norms changes that ensure equitable access to healthy work
- Enhanced models of enforcement and accountability that protect the health of US workers
- Community residents, local government, health departments, healthcare systems, and employers that are more prepared for strategic implementation of healthy work policies
- Worker health and well-being initiatives adopted as a sustainable business strategy



Vision

The future of work promotes inclusive and equitable opportunities for healthy work that are valued in civil society, government, and the private sector. Healthy work is:

- A social and structural determinant of health, and a human right
- A pathway to advancing systemic change and racial justice
- A significant contributor to workforce well-being



Underlying Assumptions

Worker health disparities are evident across demographic and geographic divides. Historical and systemic racism and injustices have led to inequitable job opportunities and job quality for women, BIPOC, and immigrants who are disproportionately employed in precarious jobs. Healthy work is frequently promoted through worksite-based health promotion programming and the control of workplace hazards. The Center for Healthy Work aims to address these inequities by working across organizational, urban, suburban, and rural communities to systemically improve worker health. CHW is a research center focused on racial justice-centered strategic policy, systems, and environmental-change initiatives to support communities and institutions in building and sustaining healthy work.

F.2 - Actual or anticipated challenges or delays and actions or plans to resolve them

NA

F.3 - Significant changes to human subjects, vertebrate animals, biohazards, and/or select agents

NA

G. SPECIAL REPORTING REQUIREMENTS
G.1 Special Notice of Award Terms and Funding Opportunities Announcement Reporting Requirements NA
G.2 Responsible Conduct of Research NA
G.3 Mentor's Research Report or Sponsor Comments NA
G.4 Human Subjects NA
<i>G.4.a Does the project involve human subjects?</i> No
<i>G.4.b Inclusion Enrollment Data</i> NA
<i>G.4.c ClinicalTrials.gov</i> NA
<i>Does this project include one or more applicable clinical trials that must be registered in ClinicalTrials.gov under FDAAA?</i> NA
G.5 Human Subject Education Requirement <i>Are there personnel on this project who are newly involved in the design or conduct of human subject's research?</i> NA
G.6 Human Embryonic Stem Cells (HESCS) <i>Does this project involve human embryonic stem cells (only hESC lines listed as approved in the NIH Registry may be used in NIH funded research)?</i> No
G.7 Vertebrate Animals <i>Does this project involve vertebrate animals?</i> No
G.8 Project/Performance Sites University of Illinois Chicago School of Public Health 1603 West Taylor Street, Chicago IL, 60612-4310 DUNS: 098987217-0000
G.9 Foreign Component NA

G.10 Estimated Unobligated Balance

G.10.a Is it anticipated that an estimated unobligated balance (including prior year carryover) will be greater than 25% of the current year's total approved budget?

No.

G.11 Program Income

Is program income anticipated during the next budget period?

No

G.12 F&A Costs

Is there a change in performance sites that will affect F&A costs?

No

H. OUTCOMES

I. Provide a concise summary of the outcomes or findings of the award, written for the general public, in clear and comprehensible language, without including any proprietary, confidential information or trade secrets

Note: project outcome information will be made public in NIH RePORTER

The UIC Center for Healthy Work (CHW) successfully implemented participatory action research activities, built community and organizational partnerships, and measured progress toward our aims. The CHW measured progress toward our aims and project outcomes through the Planning & Evaluation Core (P&E). In 2019, P&E developed the Annual Metrics Tool to log center-wide annual data under outcome categories – Grants & Funding, Investigator Development Activities, Student Mentoring Activities, Knowledge Translation Activities, and Dissemination Products. The following activities have been logged since 2016:

- Grants & Funding: CHW investigators have applied for funding through 6 different mechanisms; 4 of the 6 activities were successfully funded through the William T. Grant fund, American Rescue Plant Act, and the Great Lakes Center for Occupational Health and Safety Pilot Project Research Training fund.
- Investigator Development: 53 investigators have logged professional development activities and/or significant contributions to the field.
- Student Mentoring: 40 students have worked with the CHW as research assistants, in graduate hourly positions, as volunteers/interns, or as part of their Applied Practice Experiences.
- Knowledge Translation and Dissemination: 194 activities have been logged by CHW investigators.

As part of a series of strategic planning activities, In January 2020, a survey was conducted with all CHW faculty, staff, and students to determine how to actualize CHW short- and long-term goals by collaboratively developing a Theory of Change (ToC) for the Center. A ToC is a descriptive document that serves as a methodological framework for planning, participation and collaboration, and evaluation that guides CHW priorities and activities. From September - December 2020, the CHW further defined our mission and vision and developed the ToC to ensure sustainable actions toward achieving our vision. Community partners of the core projects also had opportunities to provide input on the ToC. The ToC was used to develop the Center for Healthy Work's successful reapplication to the Center of Excellence for Total Worker Health program through the identification of mission-driven research projects. The CHW logic model was also streamlined to more closely map to the specific aims of each of the core components and planned future projects in the CHW.

Per the ToC, the CHW vision is: The future of work promotes inclusive and equitable opportunities for healthy work that are valued in civil society, government, and the private sector. Healthy work is:

- A social and structural determinant of health, and a human right;
- A pathway to advancing systemic change and racial justice; and
- A significant contributor to workforce well-being.

P&E outcomes include developing a Theory of Change, finalizing evaluation data collection tools, annual metrics data collection, responding to emerging COVID-19 community and institutional needs through stakeholder engagement, and ensuring strategic direction and community input on the Center's research and outreach activities.

A. COVER PAGE

Project Title: Outreach Core	
Grant Number: U19OH011232	Project/Grant Period: 9/1/2016 - 8/31/2021
Reporting Period: 9/1/2016 - 8/31/2021	Date Submitted: 3/15/2022
Program Director/ Principal Investigator Christina Welter, DrPH, MPH University of Illinois Chicago School of Public Health 1603 W Taylor M/C 923 Chicago, IL 60612 Cwelte2@uic.edu	Administrative Official Information Karen McCormack Executive Director, Sponsored Programs 1737 W. Polk Street 304 AOB, M/C 672 Chicago, IL 60612-7227 Phone: (312) 996-2862 Fax: (312) 996-9598 E-mail: awards@uic.edu
Change of Contact PD/PI:	
Human Subjects:	Vertebrate Animals:
hESC:	Inventions/Patents:

B. ACCOMPLISHMENTS

B.1. What are the major goals of the project?

1. Build a system to generate and support healthy work in the context of precarious employment by (a) assessing existing systems and their capacities for supporting healthy work and (b) developing organizational and systems structures to facilitate continuous learning.
2. Develop and deliver training to partners and their workers to increase the knowledge, skills and abilities to enhance systems building and leadership skills, and to select and implement interventions that impact the multiple drivers of precarious work.
3. Communicate and disseminate evidence-based results or promising best practices for creating healthier work for people in precarious jobs through grassroots, organizational, and systems-level networks that will lead to the implementation of total worker health interventions for workers in precarious employment.

B.2. What did you accomplish under these goals?

The UIC Center for Healthy Work's Healthy Communities through Healthy Work (HCHW) project, a project of the Outreach Core, conducted a systematic approach to understanding and addressing precarious employment through outreach. HCHW's activities included 1) a comprehensive environmental scan conducted through in-depth qualitative interviews; 2) a catalogued list of all health/work related initiatives mentioned in the environmental scan in a robust database; and 3) an interactive action learning process involving healthcare, public health, and labor partners.

To better understand the system in which work, economic security, and health interact, HCHW's environmental scan examined organizational perceptions of pathways into precarious jobs, and barriers and facilitators to healthy work, as well as partner organizations' activities and capacity to address these issues. It was observed through semi-structured qualitative interviews, across and sectors and levels, there was adequate awareness of the root causes of precarious work. However, there was a limited understanding or a sense of being overwhelmed by the scope of the problem. There appeared to be an opportunity for public health and healthcare to provide data, surveillance, resources, get involved in policy work, and partner with labor to cement the connection between health and work to improve the health of workers in precarious jobs. It was conveyed that public health and healthcare organizations are interested in collaborating and learning from organizations who are actively addressing issues associated with unstable, low-wage, and contingent work beyond the confines of the workplace, for their communities they serve (Bonney, et.al, 2020, Welter, et.al, 2021).

Initiatives mentioned by partners were logged in a database that demonstrates how interviewee organizations had aimed to improve worker health, safety, and well-being. The environmental scan and resultant database confirmed that efforts to improve worker health are occurring in integrated, systematic, comprehensive ways; however, application of these initiatives within the context of precarious employment is challenging and existing systems level approaches to improve health in the context of precarious employment are limited, especially within the public health and healthcare sectors (Welter, et. al, 2021). It was determined that HCHW's labor sector partners are actively involved in activities that foster systemic change for workers and are therefore well-positioned to facilitate learning and skills-building amongst public health and healthcare participants.

HCHW adopted an amended intervention mapping process as study findings suggested that collaboration between public health, healthcare, and labor must be strengthened to implement policy, systems, and environmental change initiatives. The intervention mapping process, titled the Healthy Work Collaborative (HWC), engaged partners in three phases of capacity-building sessions: 'Pre-understanding'; 'System Mapping'; 'Initiatives and Next Steps.' To develop a structure that best supported the learning of public health and healthcare participants, HCHW invited technical assistance providers from the labor sector including worker centers, union representatives, community organizers, and other worker's rights organizations to provide training to public health and healthcare practitioners. The aim of the HWC was that, through Action Learning, participants would foster new networks and partnerships for their organizations, increase understanding and skills to address precarious work and its root causes, and leverage or develop Policy, Systems and Environmental (PSE) change initiatives that address these root causes in collaborative networks.

HWC evaluation findings demonstrated that organizations that participated in the HWC had an improved understanding of precarious work's relationship to health; improved critical thinking and strategic planning skills; and ability to analyze power dynamics and identify potential allies (Welter, et.al., 2022). Findings from focus groups 2 years after the HWC suggested that the foundation and structure of the HWC was essential to the development and implementation of Total Worker Health initiatives for organizations involved. Three years later, HWC has launched a *new* Worker Protection Program to distribute over a million of communication messages, train hundreds workers and business health and safety rules and rights during COVID-19; and the HWC accrued additional funding and resources to support future training, organizing, and systems change.

Following the initial HWC capacity-building sessions, HCHW released Requests for Applications (RFA) in Fall of 2018 and 2019 for organizations involved in the HWC to expand the initiatives they had begun to develop in the HWC. Since 2018, HCHW has provided mini-grants and technical

assistance to multisectoral teams of organizations funded through the HWC RFA. Organizations involved in the HWC assisted in the development of the HWC case study guide titled *Healthy Work Collaborative: Examples from the Field*. Each case study describes the issue the team hoped to address, why each organization chose their particular approach, how the collaboration functioned and interacted, what the collaboration accomplished, challenges and opportunities gleaned from the experience, and what each team hopes to accomplish in the future. Case studies are intended to serve as examples of promising practices for practitioners to increase their capacity to address the health of workers in precarious jobs.

The efforts and process steps of the HWC were documented and published in an online toolkit, *The Healthy Work Collaborative Process Guide*. The guide outlines four steps that comprehensively present critical activities to address and solve complex problems within a defined target area (whether a community, city, county, or state). Each step presented in this guide builds upon the next. These steps and their corresponding action steps can be used to address precarious work, occupational safety and health disparities, as well as other complex problems.

The HWC aimed to change perceptions of healthy work by addressing the root causes of precarious work at a systemic level and support the collective efforts to move towards healthy work. The toolkit provided resources and guides for activities for organizations that are well-positioned to, or interested in, addressing precarious work through policy, systems, and environmental change initiatives. These tools can be used to address precarious work as well as other complex problems.

B.3. Competitive Revisions/Administrative Supplements

The UIC Center for Healthy Work received a supplement in Years 4 and 5 of funding. The Communications and Outreach Group (COG) used supplemental funding to produce the training opportunity, *Workers Teatro Tells Their Stories*. Together with the COG, the Community Writing Project and Workers Teatro documented the stories of temp workers in the Chicago area. Workers shared their experiences of work, health, and well-being during COVID-19 in a digital and print magazine and through live and recorded performances.

B.4. What opportunities for training and professional development did the project provide?

The Communications and Outreach Group (COG) has also maintained a significant partnership with the UIC Great Lakes Center for Occupational Safety and Health (GLC-OSH), a NIOSH-funded Education Research Center based at UIC. Through this partnership, the Center and GLC-OSH coordinate the delivery of webinars and other educational/training offerings focused on preparing students, the workforce, occupational physicians, industrial hygienists, and other health and safety professionals, to respond to precarious work in practice. The COG sponsors weekly webinars for the GLC-OSH seminar students and the general public, once per semester. Topics have included the following:

- Presenter: Paul Landsbergis PhD, MPH, Peter Schnall, MD, MPH, and Marnie Dobson, PhD, Healthy Work Campaign
 - Presenters discussed the Healthy Work Campaign, the Stress Assess survey (and the new US version of it), and case studies of interventions to reduce sources of stress at work.
- Presenter: Mahim Saxena, PhD, MS, Assistant Professor at Illinois Institute of Technology
 - Presented her research around the nature and consequences of job-burnout for workers, the nature of emotions at work, and the consequences of attention failure for work-performance.
- Greater Lawndale Lotería – How a worker justice themed card game is implemented as an educational tool.
 - Lotería is a Spanish word meaning “lottery”. It is a traditional game of chance, akin to bingo, that can be used as an educational tool. Greater Lawndale Lotería features 54 original illustrations by a North Lawndale artist and accompanying educational narratives by occupational safety and health researchers and advocates. The webinar will detail the design and implementation of *Greater Lawndale Lotería*. Card types include common jobs and associated health risks, neighborhood landmarks, and actions that can be taken at the community level to promote worker health.
- A Year’s Work™ – Educational Game
 - In a Year’s Work™ is an educational game that demonstrates how different workers within the same organization experience the social determinants of health. In the game, each player takes on a unique character: the CEO, the HR Manager, or the Warehouse Worker. The Center for Healthy Work will conduct an informal focus group with attendees to learn more about knowledge transfer of concepts.
- Presenters: Tessa Bonney, PhD, MPH and Emily Morales Reyes, MPH(C)
 - Presenters shared preliminary data from the *Boone County Work, Mental Health, and Substance Use Study* which examines work, mental health, and substance abuse, with a particular focus on the impacts of COVID-19.
- Presenter: Joe Zanon, PhD, MILR, University of Illinois Chicago, and Latino Union
 - Presenter discussed *Worker Center Remote Operations, Informal Learning Needs, and Practices during COVID-19*.
- Presenter: Preethi Pratap, PhD, University of Illinois Chicago
 - Preethi Pratap, PhD, demonstrated the process of action mapping that she facilitated with the Greater Lawndale Healthy Work Project, a UIC Center for Healthy Work research project. Community partners, Melissa Chrusfield and Adlaide

Holloway, from the Greater Lawndale Council shared their experience completing action mapping and how it applies to their work in the community.

- UIC Center for Healthy Work [Research Network](#) partners –Heejin Jeong, PhD, & Kathy Rospenda, PhD, shared key insights about the future of work from their respective research studies with a focus on automation and human-robot interaction, substance abuse and mental health.

The Healthy Work Collaborative (HWC) gave both outreach core members and participating organizational representatives multiple opportunities for training and professional development. The HWC promotes the reciprocal learning of knowledge, skills, and capacity building of HCHW members and other public health/health care institutions from labor representatives (i.e., academics, union leaders, worker advocates).

Knowledge and skills building to increase capacity included: understanding the causes and consequences of precarious work; opportunities for addressing precarious work; rich picture analysis; stakeholder analysis and power mapping; framing issues; theory of change/work plan development; how to write a case study; and other emerging needs. Labor representatives provided ongoing technical assistance to UIC and participating teams throughout the Healthy Work Collaborative by offering one-on-one consulting and guidance on the HWC curriculum and teamwork plans and processes. Specific trainings offered to HWC teams from March 2019 – present date include:

- How to Write a Case Study presented by Alan Talaga, Program Lead at the University of Wisconsin Population Health Institute. This training provided HWC teams with knowledge and skills around crafting a message for diverse stakeholders through case study development to further accomplish Specific Aim 3.
- Labor Policy Panel presented by Alison Dickson of the Project for Middle Class Renewal, Lonnie Golden of the Economic Policy Institute, and Ana Guajardo of Centro de Trabajadores Unidos. In this training, speakers provided updates about city and state policies and how they impact the health of workers in response to Specific Aim 1.
- In April 2020, the HWC III participants participated in a training that responds to Specific Aim 1. Rosi Carasco, of Chicago Community and Worker Rights and Organized Communities Against Deportation, as well as Luvia Quinones of the Illinois Coalition for Immigrant and Refugee Rights shared information around current immigration policy and the impact on worker rights.
- Christina Welter and Liz Fisher facilitated a training and professional development sessions for the Cook County Department of Public Health from February – October 2019. The goal of this session was to help the health department analyze their role in the county health system and identify opportunities to address issues of precarious work and health as part of their community health assessment activities. Christina Welter and Liz Fisher continue to participate in and assist the Cook County Department of Public Health with professional development through participation in the Suburban Cook County Community (SCC) Health Planning Committee and the SCC HWC Steering Committee Meeting.
- In 2020 - 2021, Dr. Christina Welter participated in the Public Health Workforce Collaborative facilitated by the Health, Medicine, and Policy Research Group. The goal of the collaborative is to build more coordination between employers and training providers to improve career pathway definitions and connectivity across public health occupations, and improve job design, especially for frontline jobs like Community Health Workers (pay, benefits, working conditions).

B.5. How did you disseminate the results to communities of interest?

The Outreach Core, or Communications and Outreach Group (COG) is committed to translating research findings and identifying best-practices through multidirectional partner engagement to foster collaborative community and systems-oriented Total Worker Health initiatives. Therefore, the COG has established a dedicated structure for research translation and dissemination. Starting in 2017, the Center's Planning and Evaluation Core undertook the lead role in identifying opportunities to disseminate research findings for diverse audiences, building a Center brand, and providing resources to communities of interest. The Center's communication and dissemination structure was made up of representatives from each project in the Center. The group met biweekly to ensure project needs are met around communication and dissemination activities. In this role, the group set strategic communication goals for the Center through establishing communications policies and developing and reviewing dissemination products. A unique product developed by the COG was to convert peer-reviewed publications into accessible briefs for partners. Briefs provide succinct, culturally appropriate language translations of full articles, without the issue of paywalls and educational barriers that are often associated with access for community partners. In addition, findings and best-practices were promoted through the Center's website and newsletter as well as through webinars, in-person events, communications materials such as flyers and drop pieces, community and worker resources, and more. The COG has also created social media accounts of Facebook, Twitter, and Instagram, with over 300 followers.

In June 2019, the Center for Healthy Work launched its new website. The new website contains more interactive features including a video from Center director, Dr. Lorraine Conroy, explaining the nature of precarious work, an interactive map providing resources for workers, an opportunity for local organizations to add themselves to the interactive map, a consistently updated news and events section, and a connection to the Center for Healthy Work's social media accounts.

The Healthy Work Collaborative is also in and of itself a method of disseminating information to communities of interest. Not only has it engaged local public health and healthcare organizations in a knowledge- and capacity-building process, but evaluation results demonstrate that participants had already begun using the language and skills they learned in their practice. Furthermore, Phase II of the Healthy Work Collaborative required all participating teams to create a dissemination product, which includes fact sheets, curricula, tool kits, or team charters. These products demonstrated and helped spread promising practices around addressing issues related to precarious work. Our intention was that our partners would use their products to engage with their communities, and that other public health and healthcare organizations would adapt and adopt them for their own organizations.

Through 2021, the Center for Healthy Work had worked to develop the University-based Research Network program to identify University of Illinois researchers who were conducting research that is in line with the Center's mission. Solicitation for affiliation was sent to investigators studying worker health and safety, industrial hygiene, workforce research, re-skilling/re-tooling of labor, co-operative workforce models, community and economic development, opioid and other substance use disorders and their relation to employment, workplace mental health and well-being, future of work and healthy work design, gender and employment, race and employment, employment in rural/suburban/urban communities, technology, automation, and artificial intelligence at work. The aim of developing the Research Network was to identify more pathways for strategic dissemination of research in response to Future of Work needs.

B.6 - What do you plan to do during the next reporting period to accomplish the goals?

In the current grant year, the COG aims to facilitate strategic systems- and community-oriented action learning through capacity- and power-building initiatives to engage workers, communities, and organizations in the assessment, design, and promotion of healthy work. Through these initiatives, the COG enhances the Center's multisectoral networks to further translate and disseminate evidence-based best practices for to address the hazards of precarious employment. In collaboration with the Center's Planning and Evaluation Core, Research Core, Total Worker Health affiliates, and Center for Healthy Work partners, the COG will continue to translate research findings to develop or adapt and deliver action learning programs that enhance organizational and worker capacity and power to adopt Total Worker Health.

The COG's research aims have been revised to include:

- Strengthen and expand current networks of stakeholders to (a) identify emerging trends around issues impacting workers in precarious jobs and (b) promote Total Worker Health best-practices to jointly impact the drivers of precarious work through networked multidirectional engagement.
- Facilitate a strategic research translation agenda that prioritizes building the capacity of employers, workers, health departments, healthcare practitioners, and communities in response to the future of work through training, technical assistance, capacity- and power-building, and workforce development; and
- Maintain and expand the Center for Healthy Work's current communication and outreach infrastructure to disseminate the evidence-base and increase awareness about the impact of precarious work on health through engagement across social ecological levels

The COG will continue its partnership with the GLC-OHS and provide content experts for the seminar courses intended to train occupational health and safety professionals and students. The COG and GLC-OHS meet monthly to identify upcoming training and technical assistance opportunities. UIC is also an established community-based training partner of the HRSA-funded Region V Public Health Training Center housed at the University of Michigan School of Public Health. Through this national level partnership, along with that of other networks, such as the National Association of City and Community Health Officials (NACCHO), the Illinois Public Health Association, and the Chicagoland Healthcare Workforce Collaborative, trainings will be disseminated widely. Local health departments, healthcare professionals, and communication organizations will be the target of these trainings, as a priority audience for NIOSH. Existing training content from the Healthy Work Collaborative, In a Year's Work™ game, and others will be leveraged.

By prioritizing the demographic and geographic inclusivity in participatory research within the Center, action learning for capacity- and power-building, and strategic multidirectional engagement, a comprehensive outreach approach is currently being maintained by the UIC Center for Healthy Work. Overall outcomes anticipated are:

- Research is translated to accessible products that promote best practices for Total Worker Health;
- Engaged learning facilitates knowledge, skills, attitudes/ norms change to promote system-wide opportunities for healthy work; and
- Multisectoral stakeholder networks collaborate to build worker power through policy, systems, environmental change initiatives

C. PRODUCTS

C.1. Publications, conference papers, and presentations

- Bonney, T., Welter, C., Jarpe-Ratner, E., & Conroy, L. (2019). Understanding the Role of Academic Partners as Technical Assistance Providers: Results from an Exploratory Study to Address Precarious Work. *International Journal of Environmental Research and Public Health*, 16(20), 3903. <https://doi.org/10.3390/ijerph16203903>
- Bonney, T., Welter, C., Jarpe-Ratner, E., Velonis, A., & Conroy, L. (2020). Role of technical assistance in U.S. labor and health sector collaboration to address precarious work. *Health Promotion International*, 36(4), 1095–1104. <https://doi.org/10.1093/heapro/daaa124>
- Welter, C., Jarpe-Ratner, E., Bonney, T., Pinsker, E. C., Fisher, E., Yankelev, A., . . . Zandoni, J. (2020). Development of the Healthy Work Collaborative: Findings from an Action Research Study to Inform a Policy, Systems, and Environmental Change Capacity-Building Initiative Addressing Precarious Employment. *Health Promotion Practice*. doi:10.1177/1524839920953116
- Welter, C., Jarpe-Ratner, E., Bonney, T., Pinsker, E., Fisher, E., Deb, N., Yankelev, A., Kapadia, D., Love, M., & Zandoni, J. (2022). Evaluation Results from the Healthy Work Collaborative: A Cross-Sectoral Capacity Building Partnership to Address Precarious Employment. *Health Promotion Practice*, 152483992110690. <https://doi.org/10.1177/15248399211069099>
- Fisher, E., Prapat, P. Workers Memorial Day and CACOSH Conversation. DePaul Labor Education Center. April 2021.
- Welter, C., “The Development of the Healthy Work Collaborative.” (April, 2021) Podcast with Health Promotion Practice.
- Welter, C., Masuda-Barnett, G., Fisher, E., Deb, N. The Healthy Work Collaborative: Addressing Precarious Work through Strategic Public Health Partnerships. National Association for County and City Health Officials Annual Conference. July 2020.
- Welter, C., Fisher, E. Keynote Address: Improving Health for Workers Employed in Precarious Jobs. American Heart Association Wisconsin Workplace Health Symposium. March 2020. Milwaukee, WI.
- Welter, C., Fisher, E. All in a Day’s Work Demonstration. American Heart Association Wisconsin Workplace Health Symposium. March 2020. Milwaukee, WI.
- Welter, C. Healthy Work Collaborative: Advancing Total Worker Health® through Cross-Sector Partnerships. NORA Services Sector Council Webinar. February 2020. Virtual.
- Welter, C. Work and Health Panel. American Public Health Association Policy Institute. February 2020. Washington, D.C.
- Welter C. Expert participant. American Public Health Association, Academy Health, and Kaiser Permanente Policy Leaders’ Summit. February 2020. Washington D.C.
- Jarpe-Ratner, E., Welter, C. Qualitative Scanning for Possible Paths to Systemic Change Redressing Precarious Work. American Evaluation Association Annual Conference. November 2019. Minnesota, MA.
- Welter, C., Fisher E. Healthy Work Collaborative: Addressing Precarious Work through Social Change. Work, Stress, and Health Conference. November 9, 2019. Philadelphia, PA.
- Welter, C., Fisher E. Approaches that Accelerate Research to Practice: Lessons Learned from NIOSH Total Worker Health® Centers - Center for Healthy Work. Work, Stress, and Health Conference. November 8, 2019. Philadelphia, PA.
- Nobrega, S., Campo, S., Burke, L., Tenney, L., Welter, C., Fisher, E., Rameshbabu, A., Rohlman, D. Approaches that accelerate research to practice: Lessons learned from NIOSH Total Worker Health Centers. Work, Stress, and Health Conference. November 8, 2019.
- Bonney T. Impacts of Technical Assistance in a Capacity Building Process to Address Precarious Work. American Public Health Association Annual Event. November 2019. Philadelphia, PA.
- Kapadia, G., Polyak, G., Masuda-Barnett, G., Mehl, A., Morales Reyes, E., Public Health’s Role in Addressing Precarious Work, Illinois Public Health Association Annual Event. September 12, 2019.
- Welter, C., Yankelev, A. Building the Evidence to Lead Complex Change. Doctorate in Public Health Leadership Program Summer Institute. August 22, 2019.
- Mehl, A., Morales Reyes, E., Jarpe-Ratner, E., The Boone County Health Work Initiative: A Collaborative Countywide Effort to Address Work as a Social Determinant of Health. National Association of City and County Health Officials Annual Event. July 10, 2019

Fisher, E., Welter, C., Healthy Work Collaborative: Addressing Precarious Work through Social Change. National Network of Public Health Institutes Annual Conference. May 22, 2019.

Conroy, L., Welter, C., Bonney, T. (2018, December). *Lessons Learned from the University of Illinois at Chicago School of Public Health Center of Healthy Work*. Webinar Presentation for the Work Wellness and Disability Prevention Institute/ Institut sur le bien-être au travail et la prévention de l'incapacité, formerly called Canadian Institute for the Relief of Pain and Disability.

C.2. Website(s) or other Internet site(s) – include URL(s)

Healthy Communities through Healthy Work website- <https://healthywork.uic.edu/initiatives/healthy-communities-through-healthy-work/>
 Healthy Work Collaborative website - <https://healthywork.uic.edu/healthy-work-collaborative/>
 Center for Healthy Work Research Network website - <https://healthywork.uic.edu/center-for-healthy-work-research-network/>
 In a Year's Work website - <https://healthywork.uic.edu/in-a-years-work/>
 COVID-19 website - <https://healthywork.uic.edu/response-to-coronavirus-covid-19/>
 Publications and Briefs - <https://healthywork.uic.edu/resources/uic-chw-developed-resources/>

C.3. Technologies or techniques

C.4. Inventions, patent applications, and/or licenses

In a Year's Work™ is an educational game that demonstrates how different workers within the same organization experience different work arrangements and the social determinants of health. In a Year's Work™: Copyright 2021 University of Illinois Board of Trustees. All rights reserved.

C.5. Other products and resource sharing

Healthy Work Collaborative Process Guide - <https://healthywork.uic.edu/wp-content/uploads/sites/452/2021/09/Healthy-Work-Collaborative-Process-Guide-2021.pdf>
 Healthy Work Collaborative Case Studies - https://healthywork.uic.edu/wp-content/uploads/sites/452/2019/11/UIC_CaseStudyGuide_DES_11-1-19_V3_Bookmarks.pdf
 UIC Center for Healthy Work Video - https://www.youtube.com/watch?v=7ql87eEHp8E&feature=emb_title

Research Briefs:

- Work as a Social Determinant of Health: A landscape assessment of employers in two historically disinvested urban communities
- Impact of precarious work on neighborhood health Concept mapping by a community-academic partnership
- A Systematic Analysis of Census and Labor Data to Create a Community Profile of Work
- Development of the Healthy Work Collaborative: Findings from an Action
- Research Study to Inform a Policy, Systems and Environmental Change
- Capacity Building Initiative Addressing Precarious Employment
- Understanding the Role of Academic Partners as Technical Assistance Providers Results from an Exploratory Study to Address Precarious Work
- Role of Technical Assistance in U.S. Labor and Health Sector Collaboration to Address Precarious Work
- Changes in precarious employment in the United States: A longitudinal analysis

COVID-19 Resource Guide – English: https://healthywork.uic.edu/wp-content/uploads/sites/452/2021/06/covid_guide_for_workers_508_2021_06_11.pdf

COVID-19 Resource Guide – Spanish: https://healthywork.uic.edu/wp-content/uploads/sites/452/2021/06/covid_guide_for_workers_SPAN_508_2021_06_28.pdf

Future of Work and Health – Memos to the Mayor: <https://healthywork.uic.edu/events-2/on-the-table-2019-the-future-of-work-and-health/>

D. PARTICIPANTS

D.1. What individuals have worked on the project? Please include calendar, academic, and summer months.

Commons ID	S/K	Name	Degrees(s)	Role	Cal	Aca	Sum	Foreign	Country	SS
		Welter, Christina	DrPH, MPH	PI	1.2					

		Love, Marsha	MA, MA	Co-Investigator	1.6					
		Kapadia, Devangna	MPH, MS	Co-Investigator	1.0					
		Jarpe-Ratner, Elizabeth	PhD, MPH	Co-Investigator		.4	.2			
		Fisher, Elizabeth	BSh, MA(C)	Research Specialist	4.8					
		Pinsker, Eve	PhD, MA	Co-Investigator	.1					
		Favela, Rolando	MS	Research Associate	1.0					
		Yen, Mike	MS	Program Admin	.6					
		Beamon-Richardson, Michaela	MPH	Research Assistant		2.25	.5			

D.2 Personnel updates

a. Level of Effort: Outreach Core Co-Principal Investigator Joseph Zanoni, and Co-investigator, Marsha Love, retired in May 2017 and December 2020, respectively.

b. New Senior/Key Personnel: NA

c. Changes in Other Support: NA

d. New Other Significant Contributors: NA

E. IMPACT

E.1 - What is the impact on the development of human resources, if applicable?

NA

E.2 - What is the impact the Public Health Relevance and Impact? The investigator should address how the findings of the project relate beyond the immediate study to improved practices, prevention or intervention techniques, legislation, policy, or use of technology in public health.

The impact of Healthy Communities through Healthy Work's (HCHW) Healthy Work Collaborative (HWC) was most apparent during COVID-19, as HWC team activities were stalled. The Lake County and Cook County Health Departments collaborated with UIC to ensure a worker-centered approach to contact tracing. In Lake County a proposal was written to assure that all employers and workers are equipped to help stop transmission of COVID-19 at Lake County worksites. A key component of the proposal includes the education of employers and workers of their rights, responsibilities, and best practices for reducing transmission of COVID-19. HCHW also provided technical assistance to the Cook County Department of Public Health in the development of a Request for Quotes for the County's COVID-19 Contact Tracing Initiative - Suburban Cook County Worker Protection Program. The Worker Protection Program aims to engage local worker centers and worker advocacy organizations to promote and protect the health and safety of workers through bi-directional, worker-centered systems for education, reporting and compliance. These systems aim to equip employers and workers, including temporary and gig workers, with the information, resources and support needed to minimize the transmission of diseases, including COVID-19, in workplaces. Cook County Department of Public Health has also requested APRA funds to support The Suburban Cook County Healthy Work Initiative, which was developed from the Healthy Work Collaborative and uses a similar model of action learning amongst communities of practice.

Investigators from the Center for Healthy Work HCHW project were engaged to lead the Illinois Department of Public Health's (IDPH) Worker Health and Safety Taskforce, a subgroup of the IDPH COVID-19 Equity Team, from April – July 2020. In this role, the Center, in collaboration with partners, have provided various technical assistance and education activities to assist in the state's response. Outreach Core principal investigator, Christina Welter, provided an educational webinar in partnership with Illinois Attorney General's Office to 95 health departments on the process for enforcing employer compliance with current state guidelines for businesses and with assistance from the Worker Health and Safety Taskforce, helped to facilitate the sharing of best practices and tools for local health departments (LHDs).

Through this work, the UIC Center for Healthy Work is building local health department leadership for ongoing enforcement as protecting worker health and safety is viewed a strategic priority for limiting exposure to COVID-19 in communities. Center for Healthy Work investigators and partners investigated concerns related to the implementation of Illinois' reopening guidelines for business. To capture these perspectives and understand these concerns, the Center's investigators led a process to collect feedback from numerous stakeholders representing workers in various industries at high risk for contracting COVID-19. The Center for Healthy Work presented two focus areas in a memo and subsequent conversation with IDPH, the Governor's Office, and the Department of Commerce and Economic Opportunity. Conversations focused on 1) the

process for developing and finalizing guidance and 2) appropriateness and enforcement of the guidance. Both points are necessary to equitably address health and safety through clear guidance, employer and employee education, and strong enforcement mechanisms.

Additionally, in suburban Cook County, town and village governments can opt-out of minimum wage and earned sick leave ordinances, which caused an uneven regulatory environment for businesses and an unfair reality for workers in the county. Through the HWC, two worker centers, Arise Chicago and Centro de Trabajadores Unidos—United Workers’ Center (CTU), joined with the Cook County Department of Public Health (CCDPH), the state-certified public health authority for most of suburban Cook County, to pursue a comprehensive, coordinated Countywide approach to this issue. Their collaboration resulted in one municipality opting into the earned sick leave ordinance, and a municipality opting into both the earned sick leave and minimum wage ordinances.

F. CHANGES

F.1 – Changes in approach and reasons for change, including changes that have a significant impact on expenditures

NA

F.2 - Actual or anticipated challenges or delays and actions or plans to resolve them

NA

F.3 - Significant changes to human subjects, vertebrate animals, biohazards, and/or select agents

NA

G. Special Reporting Requirements

G.1 Special Notice of Award Terms and Funding Opportunities Announcement Reporting Requirements

NA

G.2 Responsible Conduct of Research

NA

G.3 Mentor’s Research Report or Sponsor Comments

NA

G.4 Human Subjects

G.4.a Does the project involve human subjects? Exempt per IRB #2017-0213

G.4.b Inclusion Enrollment Data

G.4.c ClinicalTrials.gov

Does this project include one or more applicable clinical trials that must be registered in ClinicalTrials.gov under FDAAA?

G.5 Human Subject Education Requirement

Are there personnel on this project who are newly involved in the design or conduct of human subject's research?
NA
G.6 Human Embryonic Stem Cells (HESCS)
Does this project involve human embryonic stem cells (only hESC lines listed as approved in the NIH Registry may be used in NIH funded research)?
NA
G.7 Vertebrate Animals
Does this project involve vertebrate animals?
NA
G.8 Project/Performance Sites
University of Illinois Chicago School of Public Health 1603 West Taylor Street, Chicago IL, 60612-4310
DUNS: 098987217-0000
G.9 Foreign Component
NA
G.10 Estimated Unobligated Balance
\$0
G.10.a Is it anticipated that an estimated unobligated balance (including prior year carryover) will be greater than 25% of the current year's total approved budget?
No.
G.11 Program Income
Is program income anticipated during the next budget period?
No anticipated program income.
G.12 F&A Costs
Is there a change in performance sites that will affect F&A costs?
No.

I. OUTCOMES

<p>I. Provide a concise summary of the outcomes or findings of the award, written for the general public in clear and comprehensible language, without including any proprietary, confidential information or trade secrets</p> <p>Note: project outcome information will be made public in NIH RePORTER</p> <p>The UIC Center for Healthy Work's significant accomplishment was the development, implementation, and outcomes of the Healthy Work Collaborative (HWC). The HWC was an evidence-informed capacity building policy, systems, and environmental change initiative which aimed to</p>
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facilitate cross-sectoral partnerships between health and labor sector partners. The labor sector provided technical assistance to participants to improve their understanding and skills to address precarious employment.

Evaluation findings from the HWC indicate positive results at all Kirkpatrick levels, which assesses training methods by reaction, learning, behavior, and results. Participants reported that the HWC curriculum and delivery was valuable and well received; they demonstrated success in addressing precarious employment through PSE skills built and increased or strengthened health/labor partnerships. Concrete examples of how HWC participants' made changes in policies and plans in their organizational settings are detailed below. The outcomes are countywide initiatives to address precarious work. The HWC may serve as a model to address precarious work through cross-sectoral training and technical assistance; case studies and a process guide have been developed to inspire similar efforts.

As part of the HWC, the Cook County Department of Public Health (CCDPH), Arise Worker Center, and Centro de Trabajadores Unidos – United Workers Center, partnered to improve worker understanding of earned sick leave and minimum wage ordinances in suburban Cook County. As a result of COVID-19, CCDPH chose to collaborate with HWC worker center partners on the IDPH Contact Tracing Grant by developing the Suburban Cook County Worker Protection program. In 2022, in order to strengthen the program design for maximum impact and sustainability, CCDPH will use Federal ARPA funds to partner with the University of Illinois at Chicago School of Public Health and five worker centers to conduct a rapid environmental scan that will inform a worker-centered strategy agenda for CCDPH.

The Suburban Cook County Worker Protection program will create notable change in Cook County for workers in precarious employment. The expansion of the program, through 2026, will expand countywide relationships and alignment across agencies with worker-centered organizations. CCDPH plans to collaborate with Cook County Government to determine and advance legislation that supports worker rights, health, and safety. CCDPH will also develop its own Cook County Healthy Work Collaborative, to lead educational cross-sector convenings related to improving working conditions and economic security for vulnerable workers.

Also, as an outcome of the HWC, the Boone County Healthy Work Initiative developed the Boone County Work, Mental Health, and Substance Use Study which was conducted with support from the Boone County Health Department. This research study was directly informed by and was designed to complement the ongoing work that Boone County did in the HWC. The research study surveyed Boone County residents on work situations, facilitators of and barriers to employment, and, as the COVID-19 pandemic took hold, work-related challenges during the pandemic.

Boone County has identified healthy work as a strategic priority for the County. Survey participants were categorized as either precarious (lowest job quality and employment security), vulnerable, or stable/secure (highest job quality and employment security). Slightly fewer than half of participants were classified as having stable/secure, or high quality and high security employment, while approximately 1/5 of participants were classified as having precarious employment. The survey was also an opportunity to learn more about how work might be related to residents' behavioral health outcomes, a key health concern that emerged in the 2018-2023 IPLAN. IPLAN is an innovative community health assessment and planning model adapted from the National Association of County and City Health Officials' Assessment Protocol for Excellence in Public Health. Healthy work as a strategic priority in IPLAN will ensure continued efforts and action toward address precarious work in Boone County.

At the onset of the HWC, the Outreach Core's anticipated outcomes were increased relationships, collaborative group processes, social norms change, and PSE change. Demonstrated at the county and institutional level, both Cook and Boone counties activities in the HWC have resulted in positive outcomes that will improve the health of workers in Illinois through sustainable PSE change. The Outreach Cores, Communication and Outreach group has built the necessary infrastructure to translate knowledge and disseminate evidence over multiple social and information channels. The UIC Center for Healthy Work's Outreach Core has successfully met its stated aims and through continued activities around the HWC and knowledge translation, expands the Center's ability to meet its mission.

A. COVER PAGE

Project Title: Research Project C: Greater Lawndale Healthy Work Project	
Grant Number: U19OH011232	Project/Grant Period: 9/1/2016 - 8/31/2021
Reporting Period: 9/1/2016 - 8/31/2021	Date Submitted: 3/15/2022
Program Director/ Principal Investigator Jeni Hebert-Beirne, PhD University of Illinois Chicago School of Public Health 1603 W Taylor M/C 923 Chicago, IL 60612 Jheber1@uic.edu	Administrative Official Information Karen McCormack Executive Director, Sponsored Programs 1737 W. Polk Street 304 AOB, M/C 672 Chicago, IL 60612-7227 Phone: (312) 996-2862 Fax: (312) 996-9598 E-mail: awards@uic.edu
Change of Contact PD/PI:	
Human Subjects:	Vertebrate Animals:
hESC:	Inventions/Patents:

B. ACCOMPLISHMENTS 9/1/2016-8/31/2021**B.1. What are the major goals of the project?**

Through a mixed-methods, iterative community-based participatory research study:

1. Determine the context of and barriers and pathways to healthy work in two, socio-demographically distinct, contiguous neighborhoods in Chicago that experience high socio-economic hardship; and
2. Build community capacity to recognize worker health as community health, address worker health in community health promotion efforts, and sustain effective, newly developed community-based total worker health interventions.

B.2. What did you accomplish under these goals?

- We established the GLHW Council, a group of community stakeholders and academic partners, led by Community Council Co-Chairs that over see our research and intervention development activities
- We completed our mixed methods community health assessment using focus group, interview, concept mapping methodologies, community survey research methodology, landscape assessment and secondary data analysis of census data
- We published 3 manuscripts; have 2 more currently under review and five more in development; as well as an invited chapter on stakeholder research ethics.
- We developed dozens of community infographics to disseminate our findings – in English and Spanish
- We've produced 2 policy reports.
- We've developed the Greater Lawndale *Lotería*: An evidence-informed, historically grounded and worker-justice themed card game to promote awareness of precarious work at the neighborhood level
- We've expanded our original partnership to include strategic organizational partners
- We've established outreach capacity that included supporting COVID 19 outreach and vaccine education.

B.3. Competitive Revisions/Administrative Supplements

- **COVID-19 Story Project**

B.4. What opportunities for training and professional development did the project provide?

- Students
 - RAs, APE, ILEs
 - UG, Masters, doctoral, post-doc,
 - CBPR Lab in collaboration with the Collaboratory for Health Justice
- Community members
 - IRB, human subjects
 - Research methodology
 - Trauma informed protocol

B.5. How did you disseminate the results to communities of interest?

- Infographics distributed at community events, tabling
- Policy briefs
- Lotería game
- Presentations at community meetings, chamber of commerce
- Listening events
- Member checking

B.6 - What do you plan to do during the next reporting period to accomplish the goals?

We have three new aims to focus on moving forward that build on our work the previous 5 years:

Aim 1: To shift the ecology of largely precarious, local jobs to a landscape of healthy jobs by increasing the number of businesses that apply healthy work principles.

We will develop and implement a community-owned GLHW Certification Program, building off our data-informed healthy work principles and our inventory of community businesses, and in alignment with other community efforts calling for employer accountability.

Aim 2: To increase community ownership and wealth through increasing GLHW cooperatives.

We will conduct a mixed-methods feasibility study including a neighborhood readiness survey, focus groups and case studies, building off of our community education workshops on cooperatives.

Aim 3: To identify healing-centered interventions to support informal workers (street vendors, in-home candy stores, in-home hair stylists) through photovoice (a participatory research method in which participants use photography and narratives to identify priority issues) 5,6 building off our policy analysis on informal work situations in Greater Lawndale.

In addition to the three new aims, we continue our work on disseminating our research findings from the first five years. Specifically, we will be launching listening sessions to share our policy analysis findings and our COVID story project. We will also be continually evaluating our partnership and adapting to strengthen our CBPR infrastructure.

C. PRODUCTS

C.1. Publications, conference papers, and presentations

[^]community member as co-author

[†] student as author

Hebert-Beirne, J., Jennifer K. Felner, PhD, MPH, Teresa Berumen, Sylvia Gonzalez, MPH, Melissa Mosley Chrusfield, Preethi Pratap, PhD, MSc and Lorraine M. Conroy, ScD CIH. Community Resident Perceptions of, and Experiences with, Precarious Work at the Neighborhood Level: The Greater Lawndale Healthy Work Project. *IJERPH* Accepted Oct 13, 2021.[^]

Forst, L, Grant, A, **Hebert-Beirne, J.** Work as a social determinant of health; a landscape assessment of employers in two historically disinvested urban communities. *Am J Ind Med.* 2020; 1- 9. <https://doi.org/10.1002/ajim.23174>^{†*}

Velonis AJ, **Hebert-Beirne J**, Conroy LM, Hernandez M, Castaneda D, Forst L. Impact of precarious work on neighborhood health: Concept mapping by a community/academic partnership. *Am J Ind Med.* 2020 Jan;63(1):23-35. doi: 10.1002/ajim.23055. Epub 2019 Oct 15. PubMed PMID: 31613400.[^] [†]Hebert-Beirne, J. (2017) Community Engagement as a Health Equity Strategy for Healthy Chicago 2.0. Partnership for a Healthy Chicago Steering Group Meeting, Chicago, IL.

Hebert-Beirne, J. (2017) Participatory Community Health Assessment in Chicago's Greater Lawndale Neighborhood: Establishing a Meaningful Role for UIC SPH in Community-Driven Inquiry. *UIC School of Public Health (SPH) Welcomes Cuban Delegation.* Chicago, IL.

Hebert-Beirne, J. (2017) Investing in Transformative Community Research to Advance Health Equity: Participatory, Mixed Methods, Community Health Assessment in Chicago Neighborhoods, DrPH in Leadership Program at the University of Illinois Chicago School of Public Health, Coordinating Center for Public Health Practice, MidAmerica Center for Public Health Practice, and the Illinois Education and Research Center for a Half-day symposium: *The Public Health Research Landscape: Exploring Practice-Based Research Paradigms.* Chicago, IL.

Bonney, T., Rospenda, K., Hebert-Beirne, J., Conroy, L. M., Velonis, A., Castañeda, Y., & Holloway, A. (2020, October). Employment precarity predicts increased risk for occupational hazard exposure: Results from the greater lawndale healthy work project community health survey. In *APHA's 2020 VIRTUAL Annual Meeting and Expo (Oct. 24-28)*. APHA.

Pratap, P., Beruman, T., Castañeda, Y., Chrusfield, M., Conroy, L. M., Grant, A., ... & Hebert-Beirne, J. (2020, October). Action mapping: Using participatory action research to develop a community-level theory of change to address precarious employment in greater lawndale. In *APHA's*

Felner, J., & Hebert-Beirne, J. (2019, November). Employing Transformative Communication Spaces to achieve community-based collaboratives for health equity and social justice in Chicago. In *APHA's 2019 Annual Meeting and Expo (Nov. 2-Nov. 6)*.

Grant, A., Castañeda, Y., Felner, J., Pratap, P., & Hebert-Beirne, J. (2019, November). Maximizing the Utility of Key Informant Interviews in a CBPR Context in the Greater Lawndale Healthy Work (GLHW) Project. In *APHA's 2019 Annual Meeting and Expo (Nov. 2-Nov. 6)*. APHA.

Conroy, L. M., Hebert-Beirne, J., Velonis, A., Merrick, N., Castaneda, D., Holloway, A., ... & Rospenda, K. (2018, November). Concept mapping to understand how work impacts health at the community level. In *APHA's 2018 Annual Meeting & Expo (Nov. 10-Nov. 14)*. APHA.

C.2. Website(s) or other Internet site(s) – include URL(s)

Greater Lawndale Healthy Work (GLHW) website – <https://healthywork.uic.edu/initiatives/greater-lawndale-healthy-work-project/>
 GLHW Intervention website - <https://healthywork.uic.edu/our-interventions/>
 GLHW Video - https://www.youtube.com/watch?v=aNPZq9PFsQ&feature=emb_title

C.3. Technologies or techniques

NA

C.4. Inventions, patent applications, and/or licenses

Lotería game

C.5. Other products and resource sharing

NA

D. PARTICIPANTS**D.1. What individuals have worked on the project?** Please include calendar, academic, and summer months.

Commons ID	S/K	Name	Degrees(s)	Role	Cal	Aca	Sum	Foreign	Country	SS
		Hebert-Beirne, Jeni	PhD	PI		1.35	.30			
		Forst, Linda	MD	Co-I		.3	.10			
		Conroy, Lorraine	JD	Co-I		.3	.10			
		Rospenda, Kathleen	PhD	Co-I	.6					
		Pratap, Preethi		Co-I	.6					
		Gonzalez, Sylvia	MPH	Program Admin	1.8					
		Castaneda, Dolores	MPH	Research Associate	4.8					
		Avelar, Sandra	MPH	Research Assistant		2.25	1.24			
		Chaudry, Aeysha	MPH	Research Assistant		2.25	.50			
		Castaneda, Yvette	MPH	Research Assistant	2.5					

D.2 Personnel updates

a. Level of Effort:

b. New Senior/Key Personnel:

c. Changes in Other Support:

d. New Other Significant Contributors:

E. IMPACT

E.1 - What is the impact on the development of human resources, if applicable?

Our study is designed to build the capacity of people and systems to collaborate on research. We commit to building power, building capacity, and building equity at the neighborhood and university. WE have influenced six graduate and six undergraduate student capstones, two engaged dissertations, several local and national conference presentations, two federal grants (a training grant and a U01 grant). People have shifted roles; move from student to staff; community partner to student to staff to researcher partner, research participant to council

E.2 - What is the impact the Public Health Relevance and Impact? The investigator should address how the findings of the project relate beyond the immediate study to improved practices, prevention or intervention techniques, legislation, policy, or use of technology in public health.

We produce toolkits so that our community-based work can be replicated elsewhere. Our research informs policy. Our employer database may shift norms of employment at community level

F. CHANGES**F.1 – Changes in approach and reasons for change, including changes that have a significant impact on expenditures**

NA

F.2 - Actual or anticipated challenges or delays and actions or plans to resolve them

NA

F.3 - Significant changes to human subjects, vertebrate animals, biohazards, and/or select agents

NA

G. Special Reporting Requirements**G.1 Special Notice of Award Terms and Funding Opportunities Announcement Reporting Requirements****G.2 Responsible Conduct of Research**

NA

G.3 Mentor's Research Report or Sponsor Comments

NA

G.4 Human Subjects

G.4.a Does the project involve human subjects? Yes.

G.4.b Inclusion Enrollment Data. NA

G.4.c ClinicalTrials.gov

Does this project include one or more applicable clinical trials that must be registered in ClinicalTrials.gov under FDAAA?

G.5 Human Subject Education Requirement

Are there personnel on this project who are newly involved in the design or conduct of human subject's research?
NA
G.6 Human Embryonic Stem Cells (HESCS)
Does this project involve human embryonic stem cells (only hESC lines listed as approved in the NIH Registry may be used in NIH funded research)?
NA
G.7 Vertebrate Animals
Does this project involve vertebrate animals? NA
G.8 Project/Performance Sites
University of Illinois Chicago School of Public Health 1603 West Taylor Street, Chicago IL, 60612-4310
DUNS: 098987217-0000
G.9 Foreign Component
NA
G.10 Estimated Unobligated Balance
G.10.a Is it anticipated that an estimated unobligated balance (including prior year carryover) will be greater than 25% of the current year's total approved budget?
No
G.11 Program Income
Is program income anticipated during the next budget period?
No
G.12 F&A Costs
Is there a change in performance sites that will affect F&A costs?
NA

I. OUTCOMES

<p>I. Provide a concise summary of the outcomes or findings of the award, written for the general public in clear and comprehensible language, without including any proprietary, confidential information or trade secrets</p> <p>Note: project outcome information will be made public in NIH RePORTER</p> <p>The GLHW Project partners with the Greater Lawndale community, two respective neighborhoods situated on the southwest side of Chicago, North Lawndale and Little Village, to:</p>

- Explore community-level approaches for improving residents' health at work
- Build community capacity for recognizing worker health as community health
- Develop community-based interventions that expand residents' access to healthy jobs

The GLHW team is comprised of North Lawndale and Little Village residents, community organizations, worker centers, UIC faculty, staff, and students. Utilizing a community-based participatory research approach, the GLHW Team employs qualitative and quantitative research methods to create community-centered, academic-supported and student-engaged efforts to create shared knowledge about health in Greater Lawndale.

The GLHW Council is comprised of Greater Lawndale community members, community organizations, and worker center representatives to identify, develop, implement and build on sustainable community initiatives to promote healthy work in Greater Lawndale.

Mission: GLHW Council works collaboratively with community members and organizations to challenge and address the social impact of precarious work by changing the narrative on work and disrupting traditional power structures.

Vision: GLHW envisions a community where we affirm the dignity and value of all community members in North and Little Village by working to ensure healthy work options are within reach for all community members.