

Physical and Mental Health of Immigrant Farmworkers:

Effective Approaches to Promoting Well-Being

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Learning objectives

1. Highlight challenges of working with Latino immigrant farmworkers.
2. Describe unique and effective approaches to improving the health of Latino immigrant farmworkers.
3. Discuss opportunities to enhance collaboration on common research and outreach challenges





Health

World Health Organization (WHO) Definition:

“Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.”

“La salud es un estado de completo bienestar físico, mental y social, y no solamente la ausencia de afecciones o enfermedades.”



WHO: Health is a human right

WHO Constitution:

"the enjoyment of the highest attainable standard of health is one of the fundamental rights of every human being..."

Universal Declaration on Human Rights:

"Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control." [Article 25]

Every country in the world is now party to at least one human rights treaty that addresses health-related rights. This includes the right to health as well as other rights that relate to conditions necessary for health.



Well-being

“Well-being integrates mental health (mind) and physical health (body) resulting in more holistic approaches to disease prevention and health promotion” (CDC, 2018).

“Providing economically for oneself and one’s family (and the social and political structures necessary to do so) and the freedom from harmful physical and psychological stress” (Meierotto, Mares, & Holmes, 2019).

Gallup-Sharecare Well-Being Index:

1. Purpose: Liking what you do each day and being motivated to achieve your goals
2. Social: Having supportive relationships and love in your life
3. Financial: Managing your economic life to reduce stress and increase security
4. Community: Liking where you live, feeling safe and having pride in your community
5. Physical: Having good health and enough energy to get things done daily

CDC. (2018). Well-being concepts. <https://www.cdc.gov/hrqol/wellbeing.htm>

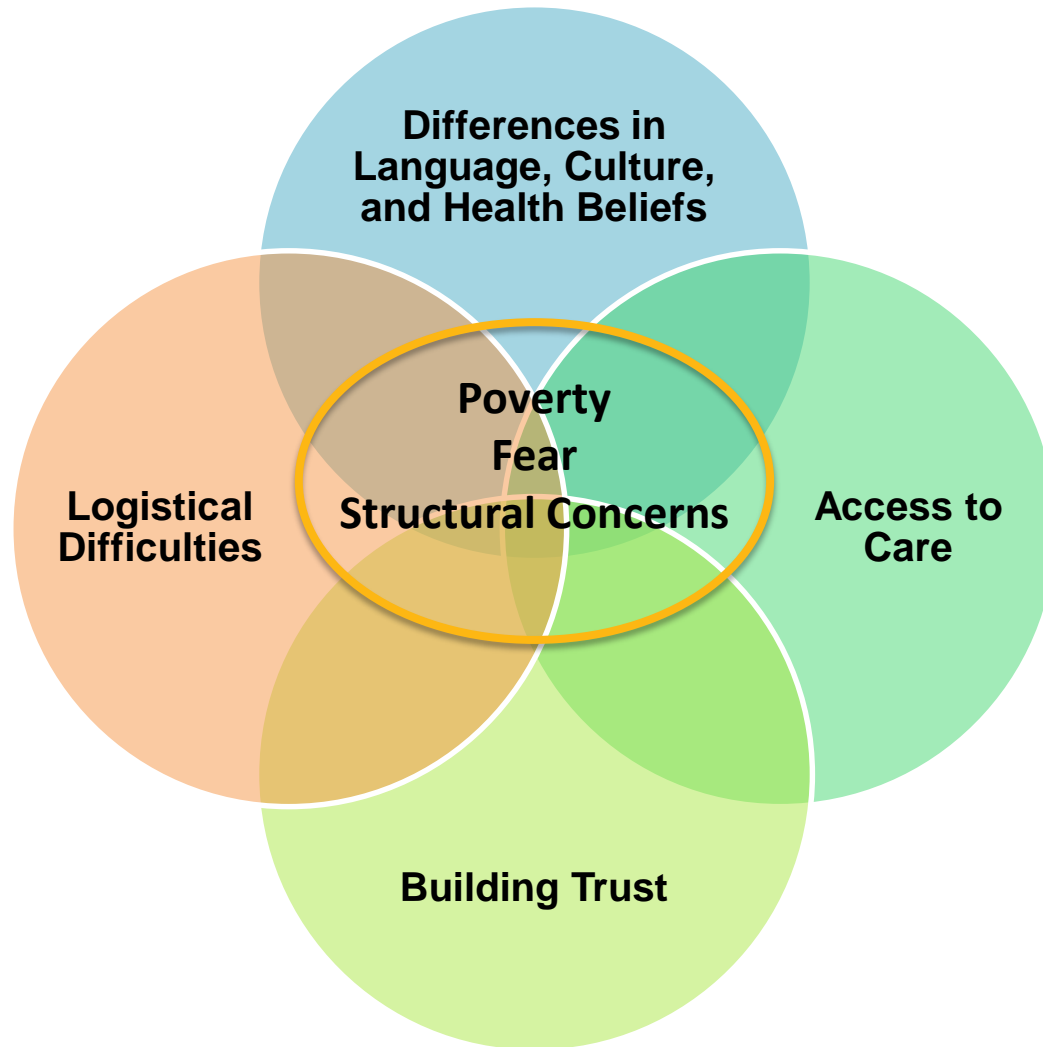
Meierotto, L., Mares, T., & Holmes, S. (2019). Introduction to the symposium: Bienestar – the well-being of Latinx farmworkers in a time of change. *Agriculture and Human Values*. DOI: 10.1007/s10460-019-09964-9

Gallup. (2018). How does the Gallup-Sharecare Well-Being Index work? <https://news.gallup.com/poll/128186/gallup-healthways-index-work.aspx>





Challenges in working with Latino immigrant farmworkers





Effective approaches to improving farmworker health



**Strategies should be
CULTURALLY, LINGUISTICALLY, AND LOGISTICALLY APPROPRIATE**



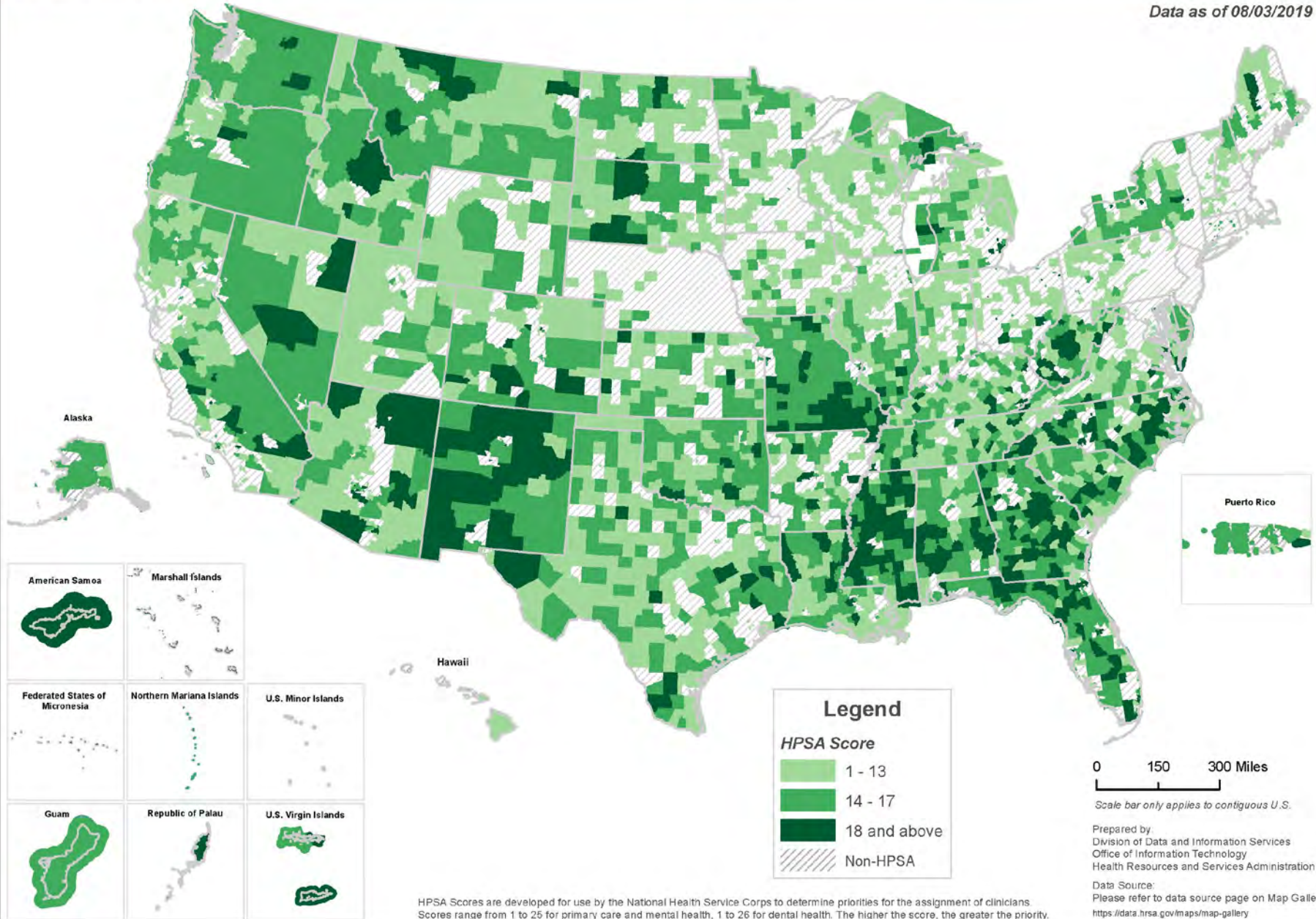
Service provision: Right to health standard

Element	Key questions
AVAILABILITY	<ul style="list-style-type: none"> • Are healthcare services sufficiently available?
ACCESSIBILITY Includes four elements: <ol style="list-style-type: none"> 1. Physical accessibility 2. Economic accessibility 3. Information accessibility 4. Non-discrimination 	<ul style="list-style-type: none"> • Are facilities and services physically accessible? How long does it take to get to services? Are hours of service convenient for farmworkers? Is transportation assistance available? • Are services affordable? Are fees assessed on sliding scale? Are free services or waivers available for farmworkers who cannot pay? • Is appropriate health information available to farmworkers? Is the information in a format that is understandable? Are language access services available? • Are services provided free from discrimination, both in policy and in practice? Are services available to all including undocumented farmworkers?
ACCEPTABILITY	<ul style="list-style-type: none"> • Are services provided in a respectful manner? • Do services adhere to medical ethics? • Are services culturally and linguistically appropriate?
QUALITY	<ul style="list-style-type: none"> • Are good quality services provided? • Do providers have the appropriate skills to work with farmworkers? • Are appropriate health monitoring and evaluation strategies in place?

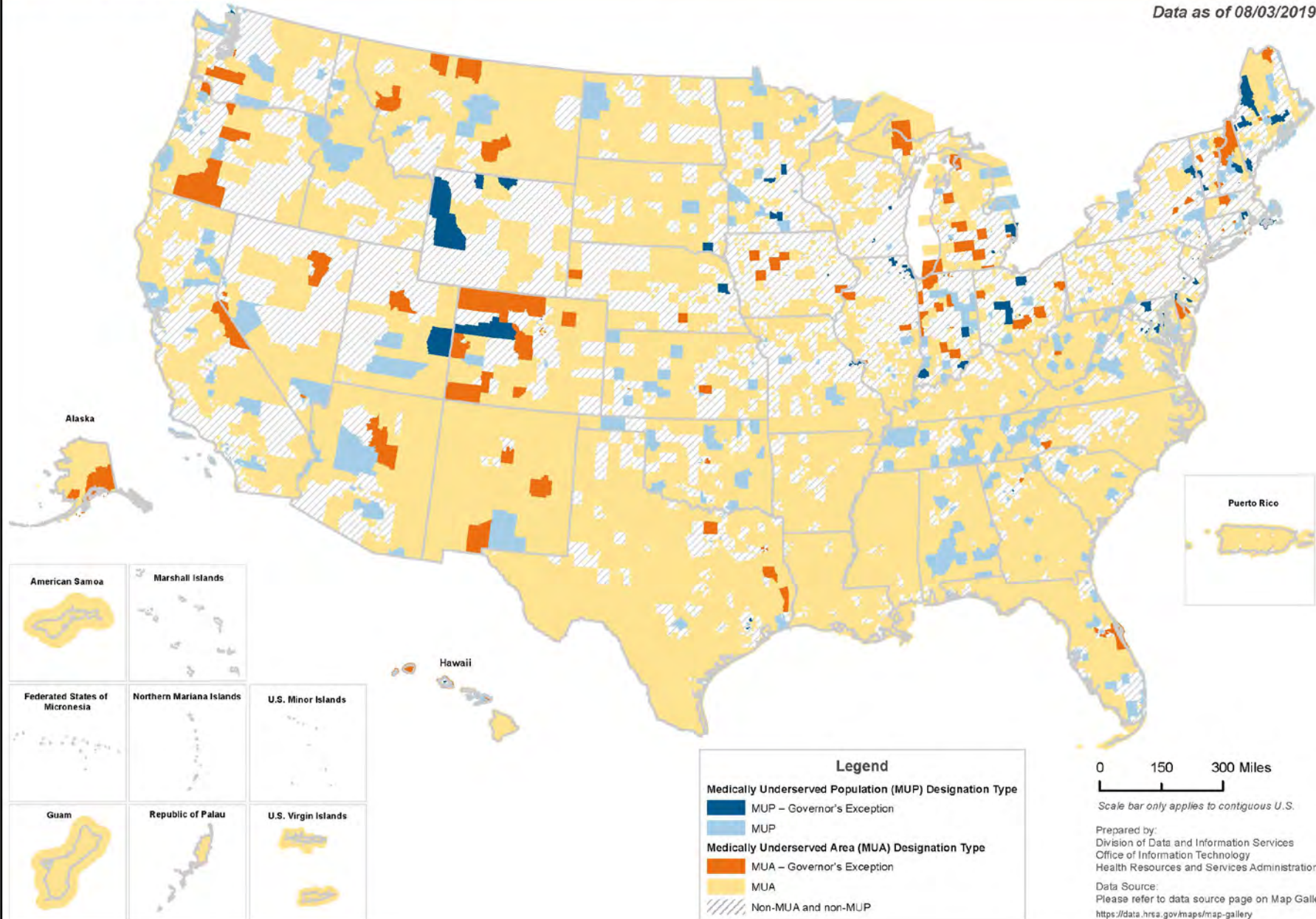


Health Professional Shortage Areas (HPSA) - Primary Care

Data as of 08/03/2019



Data as of 08/03/2019

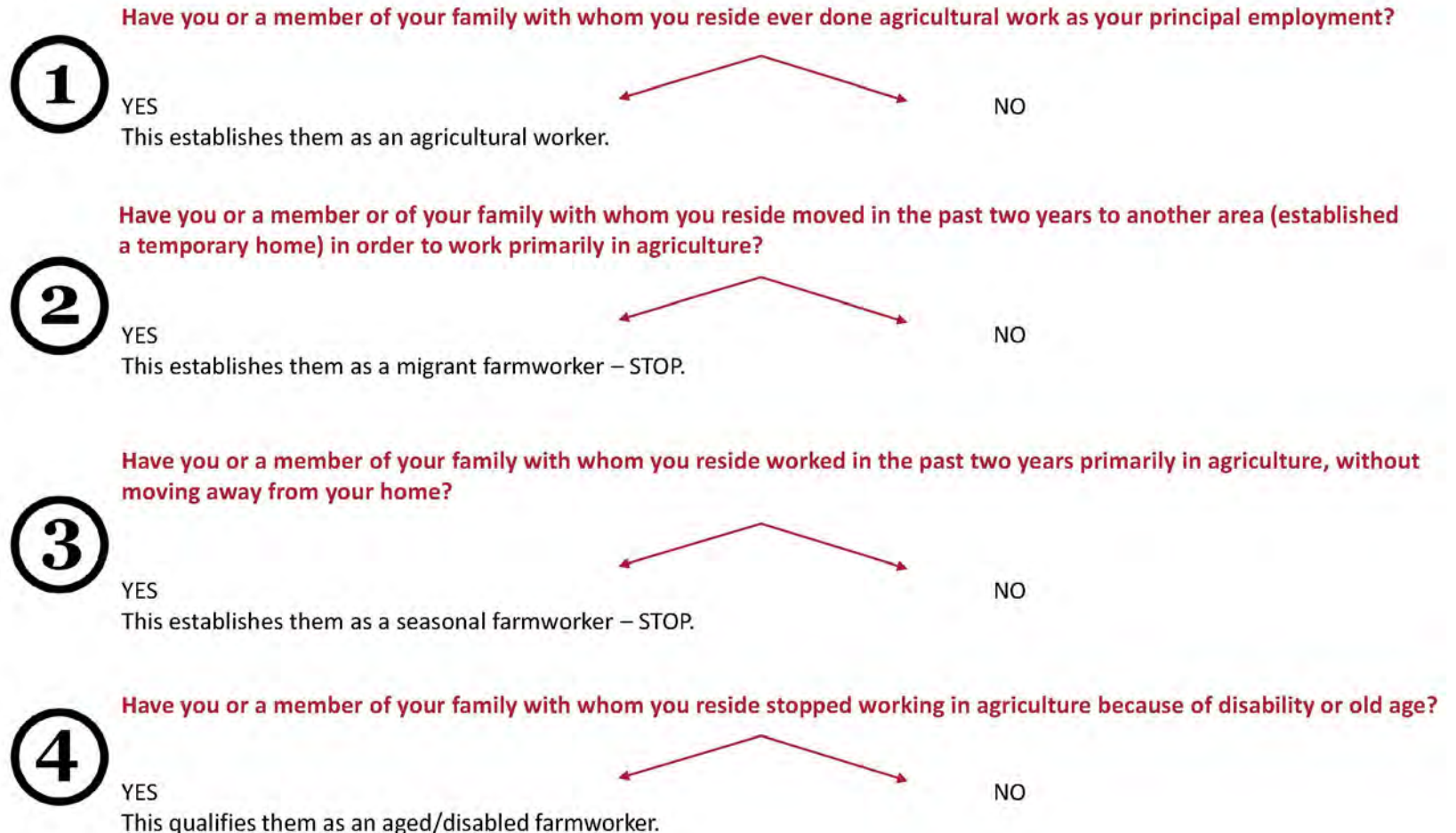


Strategies for Healthcare Providers

1. Educate farmworkers on health issues, first aid, incident reporting, and workers' compensation system
2. Streamline processes to access healthcare services
3. Integrate occupation and farmworker status (i.e., migrant, seasonal) into standard intake procedures and EMRs
4. Incorporate standard screenings and brief interventions into healthcare visits
5. Hire multilingual and multicultural staff
6. Initiate the use of a sliding fee scale or payment plans for patients without insurance
7. Develop/use promotor(es) de salud programs and strategic outreach services



Algorithm for identifying migrant and seasonal farmworkers





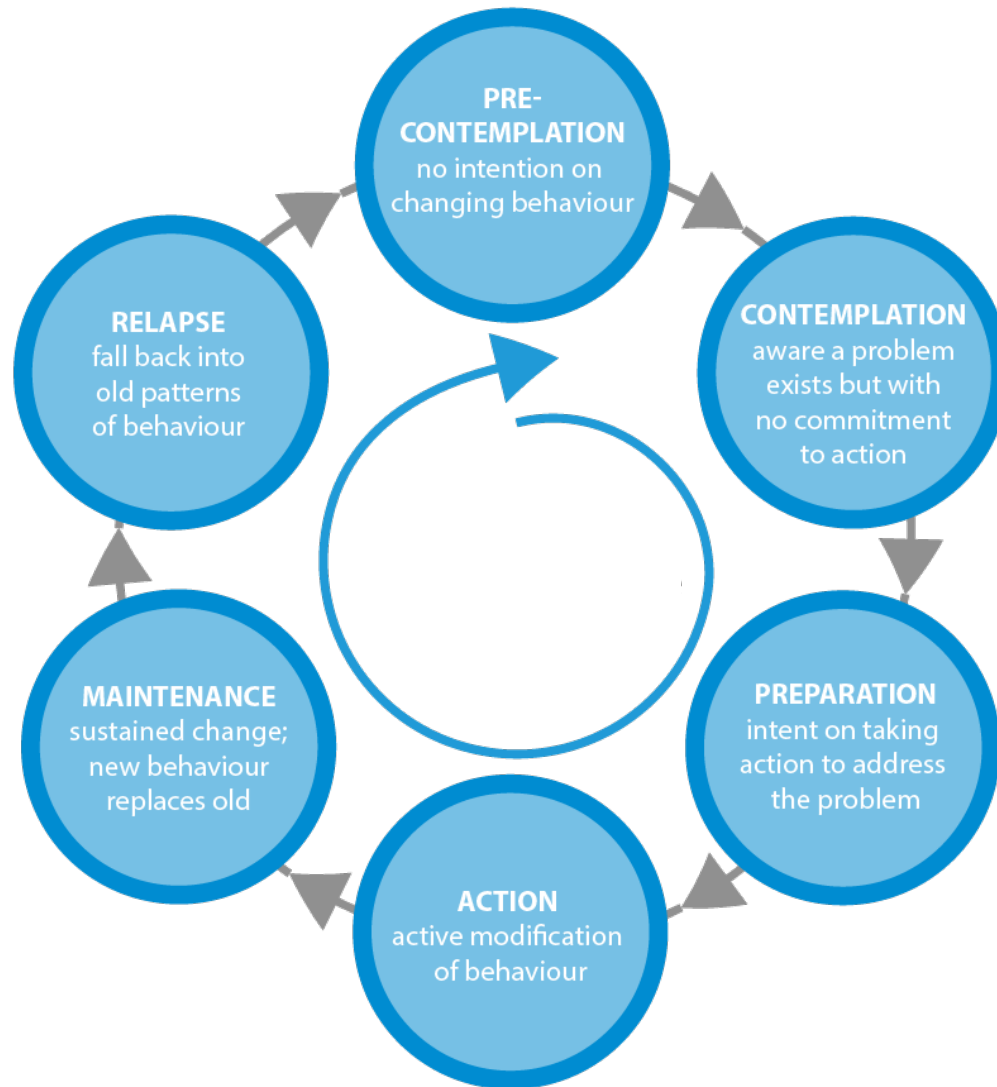
Policy development, implementation, & enforcement

1. Laws and policies to protect farmworkers need to be strengthened, particularly sanitation facilities, rest breaks, and workers' compensation.
2. Regulations need to be enforced, especially those pertaining to H-2A workers, farmworker housing, and pesticide exposure protection.
3. Farmworkers' right to organize should be protected.
4. Wages should be increased to provide "living wages" for farmworkers.
5. Health insurance through the Exchanges should be extended to all migrant farmworkers, regardless of immigration legal status. Plans should be transportable across states lines.
6. Immigration reform that includes a path to citizenship is critical and validates the contributions of farmworkers. Workers should also be informed of potential legal options such as the U-visa and the T-visa.

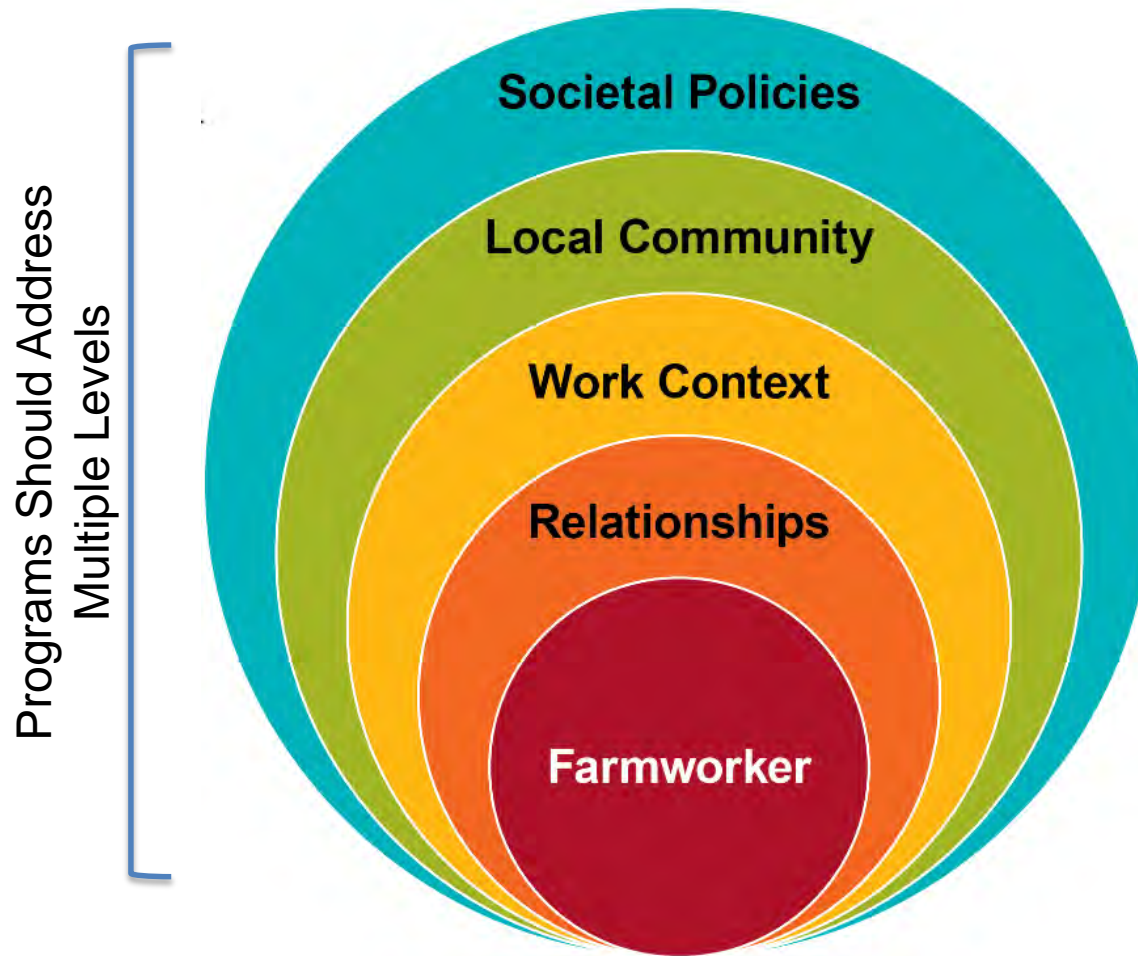




Interventions/Programs: Transtheoretical Model (Stages of Change)



Interventions/Programs



Socioecological Model of Farmworker Health

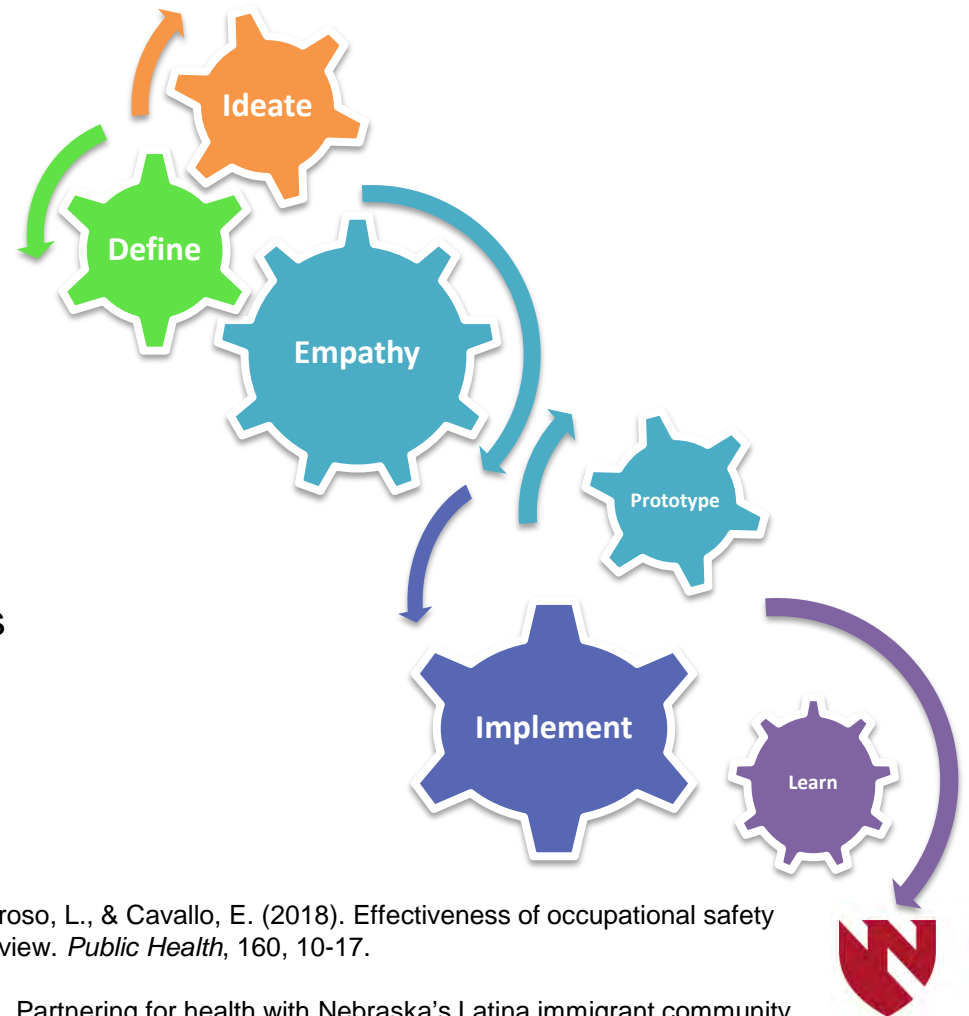


End users should be engaged in the design & development

Farmworkers can contribute to the development of effective health promotion programs.

- Common language
- Relevant experiences
- Thought processes
- Usefulness of topic

Curriculums/protocols may be refined through some form of rapid cycle improvement process such as design thinking or user-centered development.

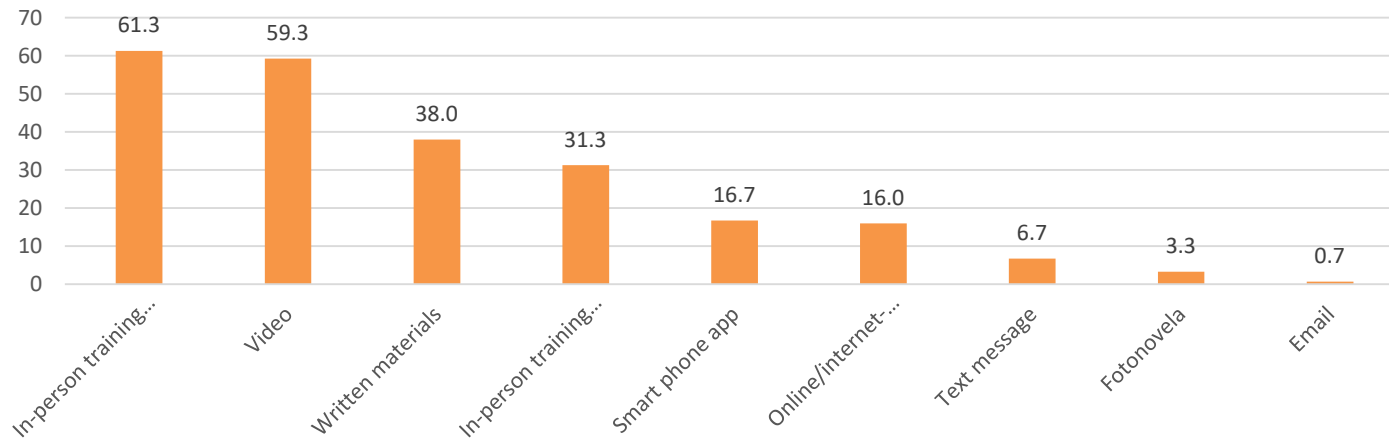


Caffaro, F., Micheletti Cremasco, M., Bagagiolo, G., Vigoroso, L., & Cavallo, E. (2018). Effectiveness of occupational safety and health training for migrant farmworkers: A scoping review. *Public Health*, 160, 10-17.

Ramos, A.K., Trinidad, N., Correa, A. & Rivera, R. (2016). Partnering for health with Nebraska's Latina immigrant community using design thinking process. *Progress in Community Health Partnerships: Research, Education, and Action*, 10(2), 311-318.

Latino Immigrant Cattle Feedyard Workers' Training Preferences

Preferred Format of Training



Specific Topics of Interest

Managing Risks on the Feedyard	Personal Interest
Hazard and injury reporting	Chemical, machinery, and equipment safety
Cattle moving techniques	Injury prevention techniques
Pest management	Respiratory health
Teamwork	Workers' compensation
	Zoonoses

Ramos, A.K., Carlo, G., Grant, K.M., Bendixsen, C., Fuentes, A., & Gamboa, R. (2018). A preliminary analysis of immigrant cattle feedyard worker perspectives on job-related safety training. *Safety*, 4, 37.

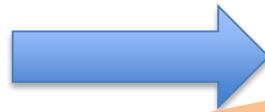


Engagement: A key component to learning and retaining knowledge

Low-engaging methods

(one way flow of information)

- Lecture
- Video



High-engaging methods

More engaging methods lead to better knowledge acquisition and reduction in negative outcomes.

Knowledge in stages; Principles of behavioral modeling

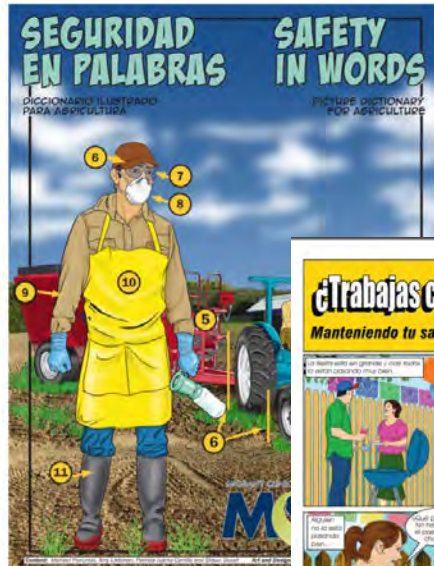
Try to use a variety of teaching strategies that address different learning styles (audio, visual, and kinesthetic).

- Use low-engaging formats as reinforcements for what was taught.
- Connect people to local resources.



Seguridad en las lecherías

<https://www.migrantclinician.org/seguridad>



Lesson 1

Working Safely in Dairy | Como trabajar seguro en las lecherías

This lesson will help participants to:

1. Recognize the importance of being safe at work
2. Identify the main hazards (causes of injury and illness) on dairy farms
3. List the general ways hazards can be controlled

Esta lección le ayudará a los participantes a:

1. Reconocer la importancia de estar seguros en el trabajo
2. Identificar los peligros principales (las causas de lesiones y enfermedad) en las lecherías
3. Enlistar las maneras generales en que se pueden controlar los peligros

LESSON 1 (ENGLISH)

LECCIÓN 1 (ESPAÑOL)



Lesson 2

Working Safely with Cattle | Trabajando con seguridad con el ganado

This lesson will help participants to:

1. Recognize cattle behavior to make work working with them safer
2. Describe hazards involved in working with cattle
3. Identify safe practices when working with cattle

Esta lección le ayudará a los participantes a:

1. Reconocer el comportamiento del ganado para manejarlo en forma más segura
2. Describir los peligros relacionados con trabajar con el ganado
3. Identificar las prácticas de seguridad cuando se trabaja con el ganado

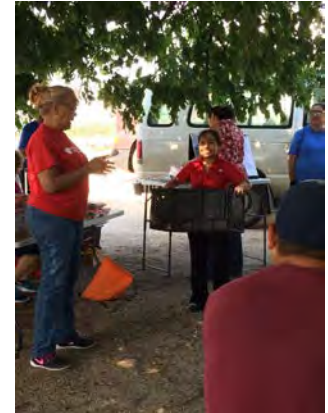
LESSON 2 (ENGLISH)

LECCIÓN 2 (ESPAÑOL)



In-person, hands-on model

A 20-minute bilingual (English/Spanish) back safety training was designed to be implemented with limited resources, just a facilitator (using facilitator guide), a standard reusable produce container (RPC), a large copy of the pictures used for discussion, and if possible a copy of the warm-up exercises for each worker.



The learning objectives for the module included: (1) understanding that back injuries are common, (2) recognizing the risk for back injury, (3) identifying safe lifting practices, and (4) describing strategies to protect musculoskeletal health.

The training was well received by the workers.

- All agreed that the training was helpful.
- 98% agreed that they now know about some risks for back injury
- All agreed that they will use what they learned on the job.

Short, facilitator-led discussion + group practice can be an effective health education method for farmworkers.

Ramos, A.K., Billups Rabick, S., Correa, A., Trinidad, N., Duysen, E., & Sanchez, J.N. (2018). *Partnering with a local farm to prevent and reduce H-2A worker back pain and injury*. Poster presentation at the Agricultural Safety and Health Council of America (ASHCA), North American Agricultural Safety Summit, Scottsdale, AZ, February 21-23, 2018.

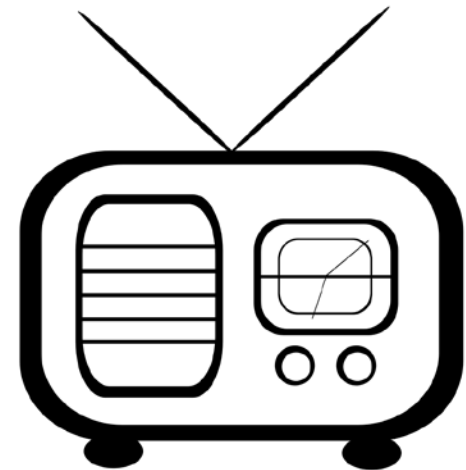


Media-based models

A recent study used radio + in-person workshops to educate indigenous farmworkers in California about cancer.

Program consists of:

- Four 10-minute radio modules in Mixteco and Spanish: (1) What is cancer? (2) What can we do to reduce our risk? (3) Breast awareness and mammogram, and (4) well woman visits
- 1 ½ hour workshop combining the four topics
- 2-page Spanish-language resource guide that provides information on health care access, safety net programs for uninsured adults, and discount programs that are offered by clinics in the local area



This program significantly increased health knowledge and the number of women reporting having a wellness visit or a mammogram.

Young, S., Gomez, N., & Maxwell, A.E. (2019). Providing health education to Mixtec farmworkers in California via workshops and radio: A feasibility study. *Health Promotion Practice*, 20(4), 520-528.



Media-based models

Radionovelas have been used for educational purposes on many different issues including sexual harassment, secondhand smoke exposure, asthma, and heat illnesses.

Radionovelas incorporate storytelling and factual information.



Audio/Video Library - Listen and Learn!

Audio Biblioteca - ¡Escuche y Aprenda!

The Pacific Northwest Agricultural Safety and Health Center (PNASH) is proud to offer educational audio programs that highlight important health and safety issues faced by farmworkers and their families. Each story holds lessons on how to stay safe.



- Sexual Harassment Prevention Project, Health and Safety of Women Agricultural Workers - Listen to a Spanish-language radionovella on Sexual Harassment prevention. [Spanish](#)
- AG StoryCorps® - Life-changing agricultural injury stories from farmers. [English](#)
- The Chavira Family - Listen as they cope with issues such as asthma, pesticide exposure, water quality, and workplace abuse common among immigrant farmworker families. [English](#) or [Spanish](#)
- Ladder Injuries
 - Listen to real workers share stories about falls from ladders, the injuries they suffered, and the consequences faced by themselves and their families. [English](#) or [Spanish](#)
 - Watch this video on real life ladder injuries and simple directions to motivate workers to be safe. [Spanish with English subtitles](#)
- Heat Illnesses
 - Four short radio dramas help the listening audience understand what causes heat illnesses, how to recognize, treat, and prevent them. [English](#) or [Spanish](#)
 - Watch this video novella on the basic signs, symptoms, and treatment of heat illnesses experienced by workers exerting themselves while working in the heat. [Spanish with English subtitles](#)

https://deohs.washington.edu/pnash/audio_library



Technology-based models

Telehealth is the use of electronic information and telecommunication technologies to support long-distance clinical health care, patient and professional health-related education, public health, and health administration. Examples of telehealth services may include:

- Counseling
- Physical and occupational therapy
- Chronic disease monitoring and management (e.g., diabetes, weight loss, hypertension)

Telehealth may improve patient monitoring, cost effectiveness, and provide access to services not locally available.

<https://www.telehealthresourcecenter.org/>

SMS messaging + smart BP monitoring was found to be effective in managing hypertension among Latino farmworkers.

Price, M., Williamson, D., McCandless, R., Mueller, M., Gregoski, M., Brunner-Jackson, B., Treiber, E., Davidson, L., & Treiber, F. (2013). Hispanic migrant farm workers' attitudes toward mobile phone-based telehealth for management of chronic health conditions. *Journal of Medical Internet Research*, 15(4), e76.



Technology-based models

Protect Yourself! (¡Protéjase!) was an mHealth intervention designed to increase PPE use. It delivered customized messages to each worker via an app at the end of each work day based on the workers' responses to a short survey about their work and work conditions for that day.

- Most participants did not have any problems with the daily survey and found the questions to be easy.
- The information provided was useful, particularly the health information about pesticides and protecting the family.
- Over half of participants said that they would increase their use of PPE.



The program acceptable and appropriate for workers' cultural attitudes and demonstrated very strong feasibility as an integrated intervention platform (PPE provision coupled with an individually and dynamically tailored mHealth motivational app).

Snipes, S.A., Montiel-Ishino, F.A., Smyth, J.M., Murphy, D.J., Miranda, P.Y., & Davis, L.A. (2016). User perceptions of ¡Protéjase!: An intervention designed to increase protective equipment use among Mexican immigrant and Mexican American farmworkers. *Journal of Medical Internet Research Mhealth Uhealth*, 4(2), e28.



Effective cross-cutting strategies

- Engage with the farmworker community on a regular basis to understand both the assets, needs, enabling factors, and barriers.
- Leverage “influencers” who can open doors to the farmworker community.
- Incorporate cultural values into your programming:
Personalismo, Simpatía, Confianza, Respeto, and Familismo
- Use personal communication methods (e.g., face-to-face) with farmworkers as much as possible.
- Pay special attention to potential gender differences and those related to acculturation (i.e., low acculturated vs. high acculturated individuals).
- Pilot test program components with farmworkers to ensure cultural, linguistic, and literacy appropriate and practical.
- Connect participants to local resources as appropriate.

García, A. A., Zuñiga, J. A., & Lagon, C. (2017). A Personal Touch: The Most Important Strategy for Recruiting Latino Research Participants. *Journal of transcultural nursing : official journal of the Transcultural Nursing Society*, 28(4), 342–347. doi:10.1177/1043659616644958

Meierotto, L., Mares, T., & Holmes, S. (2019). Introduction to the symposium: Bienestar – the well-being of Latinx farmworkers in a time of change. *Agriculture and Human Values*. DOI: 10.1007/s10460-019-09964-9





Material development considerations

PRINTED MATERIALS

- Font
- Color
- Images (e.g., photo vs. drawing; step-by-step photos)
- Layout (e.g., side-by-side; white space)
- Language (e.g., mono-, bi-, or multilingual; translation quality)
- Literacy level

AUDIO & OTHER MEDIA MATERIALS

- Characters
- Voices
- Trust of spokespeople
- Placement (e.g., stations, online)
- Reach of medium
- Regular repetition
- Cultural fit with the target population

Use plain language. Short sentences, active voice, and simple vocabulary all help keep materials appropriate for a range of reading and literacy levels.

Chu, S., Martinson, B., McNaughton, M., & Lawton, D. (2000). Designing multilingual communications. *Journal of Applied Communications*, 84(2), 7-27.

Torres, A., Guerra, L., Caal, S., & Li, W. (2016). *Reaching and engaging with Hispanic communities: A research-informed communication guide for nonprofits, policymakers, and funders*. Child Trends Hispanic Institute.
<https://www.childtrends.org/wp-content/uploads/2016/09/2016-51LatinoCommunicationsGuide.pdf>

Vigoroso, L., Caffaro, F., & Cavallo, E. (2018). Occupational safety and visual communication: User-centered design of safety training material for migrant farmworkers in Italy. *Safety Science*. DOI: 10.1016/j.ssci.2018.10.029

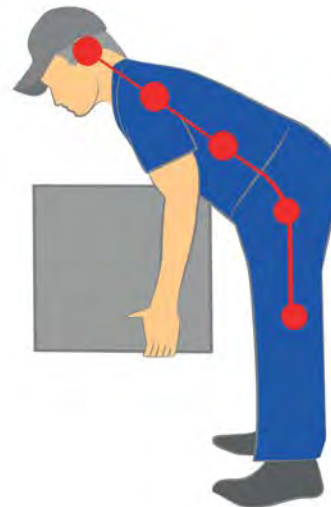


Visual tools

SIMPLE DIAGRAMS



correct



incorrect

STEP-BY-STEP PHOTOS

1

Back Extension (seated)



2

Back Extension (standing)



Visual Tools & Home Reminders

EN CASO DE EMERGENCIA...

 Llame al 9-1-1 (US) or 060 (Mexico) para recibir asistencia médica para una enfermedad relacionada con el calor

- ☐ Notifique al supervisor
- ☐ No deje al trabajador solo
- ☐ Mueva el trabajador a un lugar fresco
- ☐ Afloje la ropa ajustada del trabajador
- ☐ Abanique y rocíe agua al trabajador
- ☐ Provea agua fresca si tiene disponible

¡Protéjase!

PREVENCIÓN DEL ESTRÉS POR CALOR





Tome Agua **Tome Descansos** **Descanse en la Sombra**

NO! Evite las bebidas de energizantes, sodas y café. ¡Tome Agua!

SÍNTOMAS DEL ESTRÉS POR CALOR

El estrés por calor ocurre cuando la temperatura de su cuerpo se eleva y es incapaz de enfriarse.

- ☐ Sudor excesivo
- ☐ Sed Extrema
- ☐ Boca seca
- ☐ Dolor de cabeza
- ☐ Irritabilidad
- ☐ Respiración rápida
- ☐ Calambres o náuseas
- ☐ Confusión
- ☐ Convulsiones



Association of Farmworker Opportunity Programs

IN CASE OF EMERGENCY...

 Call 9-1-1 (US) or 060 (Mexico) to receive medical attention for a heat related illness

- ☐ Notify your supervisor
- ☐ Never leave worker alone
- ☐ Move worker to a cool area
- ☐ Loosen worker's tight clothes
- ☐ Fan & mist worker with water
- ☐ Provide cool water if available

Protect yourself!

HEAT STRESS PREVENTION





Drink Water **Take Breaks** **Rest in Shade**

NO! Avoid energy drinks, sodas, and coffee. Drink water!

HEAT STRESS SYMPTOMS:

Heat stress occurs when your body's temperature rises and is unable to cool itself down.

- ☐ Excessive sweating
- ☐ Extreme thirst
- ☐ Dry mouth
- ☐ Headaches
- ☐ Irritability
- ☐ Rapid breathing
- ☐ Cramps or nausea
- ☐ Confusion
- ☐ Seizures or Convulsions



Association of Farmworker Opportunity Programs



Opportunities to enhance collaboration

1. ISASH Rural Health & Safety Interest Group is exploring the possibility of developing a consensus on standard health and safety measures.
2. Promote the AG Worker Access 2020 Campaign
3. Conduct farm and farmworker camp outreach
 - Targeted mini-health fairs
 - Mobile clinics
 - Health education workshops
4. Establish partnerships with agricultural producers and industry representatives to monitor worker health
5. Connect to MSFW-serving agencies (i.e., Migrant Education, Farmworker Jobs program)
6. Develop a local planning team/community advisory board
7. Use and add to established multilingual resources such as the U.S. Ag Centers YouTube:
<https://www.youtube.com/playlist?list=PLY7XQBihZRNvezeSe7dCHgSlkoN9Nyvnr>

**Farmworker
Well-being**



Acknowledgements

Special thanks to all members of the research team:

- Dr. Casper Bendixsen, National Farm Medicine Center
- Dr. Gustavo Carlo, University of Missouri
- Marcela Carvajal-Suarez, UNMC Center for Reducing Health Disparities
- Antonia Correa, UNMC Center for Reducing Health Disparities
- Axel Fuentes, Rural Community Workers Alliance
- Rodrigo Gamboa, Independent Contractor
- Dr. Kathleen Grant, UNMC/VA
- Dr. Meredith McGinley, University of Wisconsin-Parkside
- Jose N. Sanchez Sedano, Volunteer
- Natalia Trinidad, UNMC Center for Reducing Health Disparities



Funding provided by Central States Center for Agricultural Safety & Health (CS-CASH), NIOSH (U54 OH010162).



Questions?

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