

International Dairy Research Consortium

Meeting Notes – August 6, 2019

Seattle, WA, USA – Hosted by HICAHS

Meeting Introduction and Goals: (Steve Reynolds)

- Share information on industry and programs
- Identify emerging global issues and priorities
- Identify opportunities for collaboration
- Identify resources

Morning Speakers: (presentations available [here](#))

- Total Worker Health®: Systemic Change for Worker Health in Dairy – Lilli Tenney
- National Dairy FARM Program: Workforce Development Overview – Nicole Ayache
- In Order to Reach a Sustainable Dairy Production Social Sustainability Needs to be in Focus – Peter Lundqvist

Morning Breakout Discussion:

Goals: discuss individual experiences with dairy worker health and safety, create a definition of TWH for the dairy context, and identify 3 priority areas for reaching “total worker health” in the dairy industry

Total Worker Health priority areas identified by the groups and number of mentions across 4 groups

1. 3x Safety training and Leadership management
2. 2x Establishing business case / value of TWH programming
3. 2x Workplace culture / leadership: creating a place to want to work
4. 2x Establishing worker perspective: what are the workers needs and wants
5. 1x Defining programming on small vs. large farms
6. 1x Certification for Total Worker Health
7. 1x Mental health

Afternoon Speakers: (presentations available [here](#))

- Foreign-born Dairy Workers: Health and Safety Perceptions of the Invisible Stakeholders – Noa Román-Muñiz
- PFAS Contamination in New Mexico: Update from New Mexico Environment Department – Robert Hagevoort
- Dairy Safety Management Leadership Training Project in the Southwestern United States – Dave Douphrate and Anabel Rodriguez
- Safety Culture and Risk Management in Agriculture (SACURIMA) – Risto Rautiainen

Afternoon Discussion Groups:

Goals: discuss a particular topic more in-depth and identify potential for collaboration

Group discussion summaries:

Microbiome (Josh Schaeffer)

- Main conversation topics:
 - We need to continue to work towards standardized protocols. ([see the NIH Human Microbiome Project](#))
 - We need to find ways to compare across studies
 - Work together to make sure we use the microbiome in the right way
- More discussion on this topic after tomorrow night's poster session at the Western Ag Conference

Foreign-born workers (Athena Ramos)

Estimates of undocumented workforce (% of total workforce): Dairy ~50%, crop ~70%

- Questions that still remain/topics that need to be addressed in order to improve overall health in this population of the workforce:
 - Dealing with immigration reform
 - Need to identify a long-term solution to immigration reform. Small/piece-meal solutions will not help employers or employees
 - Build a broader stakeholder network: The ag industry as a whole has the potential to be a large, influential voice in the discussion. Can there be partnerships built between Ag Industry groups and immigrant rights groups to unify the voices?
 - Ag can do a better job of sharing its concerns and workforce needs with elected officials
 - Dairy employers need help dealing with ICE raids and obligations if ICE comes to their property
 - What are employers required and not required to do to comply with ICE?
 - Storage of personnel files in a way that protects employee privacy
 - Diversity in foreign-born workforce: We need more regional approaches on cultural competency, including more native languages to resolve issues with lack of vocabulary for dairy tasks, equipment, etc.

Dairy Economics – Cost of Injuries and Safety Culture (Risto Rautiainen)

- Reviewed the different kinds of costs (direct, indirect)
- Costs to whom and decision makers:
 - The organization (decision maker: business owners)
 - To the employee (decision maker: individual)
 - Costs to society (decision maker: government/public officials)
- Need to create clear messages about why and how the cost matters to each of those stakeholder groups

- Identified a key challenge is selling health and safety from the cost perspective
 - Does the producer believe “We have insurance for that”? Is this a disincentive to address worker safety and health and the individual operation level?

Updates from NIOSH (Steve Dearwent, NIOSH AgFF Extramural Programs)

- Starting the third decade of the National Occupational Research Agenda (NORA), the goals were stream-lined to be more general instead of specific. As a result, there are not specific goals assigned to the dairy industry, however there are general goals that could be applied to the dairy industry
- U.S. Congress has proposed appropriating extra \$\$ to the agriculture, forestry, and fishing (AgFF) programs.
 - These are unable to go to the Ag Centers, so they will be dispersed via extramural funds for standing announcements (R01, R21, etc.)
 - RFA with go out this fall for funding about this time next year

Closing

- Thank you for attending!
- Please complete our meeting evaluation survey:
https://colostate.az1.qualtrics.com/jfe/form/SV_d1pScS1hBaOY3kN
- We will distribute an additional survey in ~6 months to ask you about any follow-up or collaboration that has happened as a result of the meeting.
- If you are not on the HICAHS dairy email list (meeting info, etc.) please contact Whitney @ whitney.pennington@colostate.edu
- If you wish to participate in planning future meetings, please let Whitney know.

