

Annual Performance Report for the Minority Initiatives

Fiscal Year 2005

AGENCY NAME: CDC/ ATSDR

CONTACT NAME: Ana L. Rivera

POSITION: Public Health Analyst

ADDRESS: 1600 Clifton Road MS D-39. Atlanta GA. 30333

TELEPHONE NUMBER: (404) 498-2345

FAX NUMBER: (404) 498-2360

E-MAIL ADDRESS: ala2@cdc.gov

Check the Appropriate Initiative:

**Historically Black Colleges
And Universities (HBCUs)**

**Hispanic Agenda for Action/
Hispanic Serving Institutions
(HAA/HSIs) X**

**Tribal Colleges and Universities
(TCUs)**

**Asian American and Pacific Islanders
(AAPIs)**

CDC/ATSDR HAA/HSI Initiatives FY 2005 Annual Performance Report

Executive Summary

This report presents the Centers for Disease Control and Prevention/Agency for Toxic Substances and Disease Registry's (CDC*) FY 2005 Annual Performance Report for the White House Initiative on Educational Excellence for Hispanic Americans (Executive Order 13230). The order establishes the President's Advisory Commission on Educational Excellence for Hispanic Americans. The Commission is charged with strengthening the nation's capacity to provide high quality education while increasing opportunities for Hispanic-American participation in federal education programs. The order also incorporated the Hispanic Agenda for Action (HAA) and the Hispanic Serving Institutions (HSIs), in which is included in the Hispanic-Serving Health Professions Schools Inc. (HSHPS). The performance report provides the overarching goal identified by the agency under which measurable objectives were achieved during the time period, the amount of funds distributed to minority institutions and other minority entities, the number of institutions/other minority entities reached through awards and program activities during this period, the types of programs by categories of funding targeted, and barriers and accomplishments of the programs.

CDC's overarching goal for the FY 2005 EEHA/ HAA/ HSI Initiative Annual Performance Report is to "promote health and quality of life by reducing the disproportionate burden of preventable disease, death and injury among specific racial and ethnic populations." Inherent in this goal is a commitment to enhance and strengthen the capacity of Hispanic Americans and other minority and/or majority entities targeting Hispanic populations to participate in and benefit from federally-sponsored programs and more effectively participate in health disparities research and interventions.

To better serve Limited English Proficiency customers, CDC continues to grow the Spanish Web site "CDC En Español" and expand its services tremendously. During 2004, CDC En Español contained a variety of important information such as influenza, who should get vaccinated for this season, asthma, allergies, tobacco use, preventive medicine, mental and environmental health, oral and occupational health among others. Also some information is divided by age of interest and sex of the individual.

During FY 2005, CDC maintained a total of 274 (3%), full time/part-time, Hispanic-American employees as part of CDC's work force; of which 86% are career or career condition employees. In addition, it maintained a total of 29 (3%), Hispanic-American Commissioned Corps personnel. The representation of all Hispanic-American employees within CDC is currently 3%, dispersed throughout the continental United States and its territories.

*Note: References to CDC refer also to ATSDR throughout this report.

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During FY 2005, CDC awarded \$3 million to institutions and organizations qualifying under the HAA/HSI Initiative. This amount was awarded to five HSIs and one third-party organization, the HSHPS organization. The categories of funding included research and development, technical assistance, training, and third-party awards. The total funding represents less than one percent of the \$488,197,767 million in CDC awards to all institutions of higher education. Some of the most significant activities, programs and projects that contributed to achieving the overarching goal are presented below by CIO:

The National Institute for Occupational Safety and Health (NIOSH) conducts research, makes recommendations for preventing work-related disease and injury, and investigates potentially hazardous working conditions when requested by employers or employees. It also disseminates information promoting healthy and safe workplaces and provides training to occupational safety and health professionals.

NIOSH funded eight projects totaling \$1,690,330. This funding was directed toward research that would benefit Hispanic and Latino workers; and to increase Hispanic participation in the occupational safety and health workforce. NIOSH has increased the number of Hispanic/Latino employees among the CDC workforce from 14 to 15. In addition, NIOSH provided summer internships for four undergraduate students.

Through university-based Education and Research Centers (ERCs), NIOSH supported academic degree programs and research training opportunities in the core areas of industrial hygiene, occupational health nursing, occupational medicine, and occupational safety, plus specialized areas relevant to the occupational safety and health field. In FY 2005, NIOSH funded \$201,180 for 3 training project grants at the University of Miami, University of Puerto Rico, and Trinidad State Junior College. Through the academic training programs, NIOSH also supports education and research center (ERC) short-term, continuing education (CE) programs for occupational safety and health professionals and others with worker safety and health responsibilities.

CDC's Office of Minority Health and Health Disparities (OMHD) supports the development of administrative infrastructure for the Hispanic Serving Health Professions Schools, Inc. (HSHPS). Also, OMHD provides administrative oversight and training for the cooperative agreement mechanism that allows HSHPS member institutions to receive additional funding to collaborate with CDC on research activities and interventions. During FY 2005, OMHD awarded a total of \$885,059 to HSHPS to provide assistance in helping to improve the health of the Hispanic populations through academic development, research initiatives, and training opportunities. This program is designed to increase the number of Hispanic students entering the field of public health; and to provide a vehicle for enhancing the research skills and capacities of minority health professions schools.

During FY 2005, OMHD also collaborated with other government agencies such as HRSA to provide support and assistance for the Migrant Stream Workers Forum. The Migrant Farm Worker Stream Forums began in 1987 on the East Coast, and have since been adopted in the West Coast and Midwest States. The Stream Forums represent a combined national effort to enhance the cultural competence of migrant health providers and others who work with the population, create networking and collaboration opportunities; and to identify additional resources, program models and effective training for the more efficient provision of health care services to farm workers.

CIO Name: CDC
ANNUAL PERFORMANCE REPORT FOR MINORITY INITIATIVES

Agency Goals, Objectives, Strategies, and Activities

Initiative: EEHA/HSI

FY 2005

CDC/ATSDR Goal:

To promote health and quality of life by reducing the disproportionate burden of preventable disease, death, and injury among specific racial and ethnic populations.

Objective 1

Increase the number of minority-serving institutions of higher education, national and minority organizations and community based organizations that receive funding and support to address health disparities among specific racial and ethnic populations.

NIOSH

Strategies/Activities:

Supported research that reduces the disproportionate health burden of Hispanic and Latino workers.

Measures/Achievements:

Supported The Jornaleros Unidos Con el Pueblo Project which is developing a model for conducting health promotion that would be relevant and sustainable in the day laborer and immigrant workers population. Results were used by the local coalition of domestic workers to research and develop local and state legislative policy to improve the working conditions of domestic workers. Preliminary data has revealed barriers and concerns migrant farmers in Oregon encounter accessing and receiving occupational safety and health information; and increased interest among medical provides in learning about indigenous cultural approaches to medicine.

Worked with the Community Health Intervention with Yakima Agricultural Workers to educate the community in environmental and occupational health issues; and increase the capacity of Hispanic workers to influence regional public health policies.

Edited and disseminated the document "Simple Solutions: Ergonomics for Farmers and Companion" document in Spanish.

Worked with the Community Partners for Healthy Farming Intervention Research Project which led to farmers making 1292 safety improvements at an annual per farm value of \$130.

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Surveyed 88 parents in focus groups to obtain information that will promote children's health, positive parenting and family relationships for rural agricultural Latino families in Alabama.

Objective 1b:

Increase technical assistance, training and capacity building that will enhance information technology, health promotion, program design, and research development among minority entities, including public and private partnerships.

Strategies/Activities:

Supported educational training opportunities at the University of Puerto Rico, to increase the number of Hispanics and Latinos in the occupational safety and health professions.

Measures/Achievements:

Awarded a training grant to conduct a graduate program for industrial hygiene which NIOSH has supported for 26 years. A total of 135 trainees have completed the program and joined the occupational safety and health workforce.

Set-up an exhibit booth at the 19th annual HACU conference in Phoenix, Arizona, to introduce Hispanic students to the field of occupational safety and health; in accordance with HHS' initiative to increase Hispanic employment in the department and more specifically at CDC.

Supported two student interns through the cooperative agreement between CDC, NIOSH, and HSPS.

Supported two HACU summer interns.

Supported the training of 70 trainees who completed the associate degree or certificate program in Occupational Safety and Health from Trinidad State Junior College, and joined the occupational safety and health workforce.

Office of Minority Health and Health Disparities (OMHD)

Strategies/ Activities:

Continued funding the Hispanic Serving Health Professions Schools, Inc. (HSHPS) through 2005.

Measures/Achievements:

FY 2005 funding for the HSHPS was \$885,059. The total number of students placed under the Summer Internship Program increased to 25.

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Barriers to Goal:

The CIOs reported provided barriers to achieving the CDC/ATSDR overarching goal as follows:

- NIOSH does not have the resources to expand our efforts to provide technical assistance to minority- serving institutions to increase their ability to apply for training grants and recruit minority individuals to our agency;
- NIOSH did not have adequate time to collaborate with its partners to develop a feasible project;
- Competing priorities of NIOSH staff time to develop a project or collaboration.

Fiscal Year 2005
TABLE C-1 SUMMARY OF CIO AWARDS BY CATEGORY

Division Name: CDC
Initiative: EEHA/HSI

Category: Research and Development

Name of Awardee	*Funding Type	Summary of Activities	*Amount of Award	Minority Population(s)	Projected Number of Targeted Population(s)
Pacific Northwest Agricultural Research Center	2	Enabled the Hispanic community in the Yakima Valley to respond to identified occupational and environmental health risks related to agricultural work. Heritage University is a collaborator on this project.	\$242,436	Hispanic or Latino 100%	unknown
NIOSH/DSHEFS	3	Coordinated, in collaboration with The Community Partners for Healthy Farming Intervention Research, multiple extramural projects that evaluate new or adapted interventions for reduction of farm-related injuries, hazards, and illnesses.	\$99,120	Hispanic or Latino 55%	unknown
University of Oregon & Salud of Tuality Healthcare Foundation	2	Developed and evaluated the effectiveness of computer-based training for Oregon vineyard workers supported by supervisor feedback and reinforcement.	\$254,783	Hispanic or Latino 100%	unknown

Name of Awardee	*Funding Type	Summary of Activities	*Amount of Award	Minority Population(s)	Projected Number of Targeted Population(s)
Jornaleros unidos con el Pueblo	2	Increased workplace safety and health among day laborers.	\$241,912	Hispanic or Latino 100%	unknown
NIOSH/DSHEFS	3	Defined the magnitude and scope of the occupational health problems of hired farm workers in the United States, and developed communication materials to disseminate the data to all potential users.	\$342,188	Hispanic or Latino 89%	unknown
North Carolina Agromedicine Institute	2	Addressed health disparities faced by immigrant Latino poultry workers in rural, western North Carolina. Partnership with community organization called Justice and Health for Poultry Workers.	\$210,621	Hispanic or Latino 100%	unknown
Totals			\$1,391,060		N/A

Fiscal Year 2005
TABLE C-1 SUMMARY OF CIO AWARDS BY CATEGORY

Division Name: CDC
Initiative: EEHA/HSI

Category: Training

Name of Awardee	*Funding Type	Summary of Activities	*Amount of Award	Minority Population(s)	Projected Number of Targeted Population(s)
University of Puerto Rico	2	Conducted a graduate degree program in Industrial Hygiene with a total of 136 trainees completing the program and joining the occupational safety and health workforce.	\$ 60,050	Hispanic or Latino	136
Trinidad State Junior College	2	Developed, delivered, and serviced occupational safety and health courses for Internet delivery.	\$33,130	N/A	N/A
University of Miami (Coral Gables)	2	Conducted training program for engineers and occupational safety and health specialists with a holistic approach to injury and disability prevention.	\$50,570	N/A	N/A
Trinidad State Junior College	2	Conducted an associate degree and certificate program in Occupational Safety and Health.	\$33,130	Hispanic or Latino	70
19 th Annual HACU Conference	N/A	Supported HACU's goal to foster and identify graduate education opportunities for Hispanic students and graduates	N/A	Hispanic or Latino	1,000

Name of Awardee	*Funding Type	Summary of Activities	*Amount of Award	Minority Population(s)	Projected Number of Targeted Population(s)
HSPS	3	Hosted 2 NIOSH summer interns.	In-kind	Hispanic or Latino	2
HACU	3	Supported 2 summer interns	\$24,300	Hispanic or Latino	2
Totals			\$201,180		Approx. 1210

Fiscal Year 2005
TABLE C-1 SUMMARY OF CIO AWARDS BY CATEGORY

Division Name: CDC
Initiative: EEHA/HSI

Category: Technical Assistance

Name of Awardee	*Funding Type	Summary of Activities	*Amount of Award	Minority Population(s)	Projected Number of Targeted Population(s)
Constella Group	1	Develop Web site development and construct NIOSH Espanola Web site.	\$17,000	Hispanic or Latino	Not known
Constella Group	1	Translated NIOSH documents into Spanish.	\$60,000	Hispanic or Latino	Not known
Totals			\$77,000		N/A

Fiscal Year 2005
TABLE C-1 SUMMARY OF CIO AWARDS BY CATEGORY

Division Name: CDC
Initiative: EEHA/HSI

Category: Third-Party Awards

Name of Awardee	*Funding Type	Summary of Activities	*Amount of Award	Minority Population(s)	Projected Number of Targeted Population(s)
Hispanic Serving Health Professions Schools (HSHPS)	3	Awarded a total of \$885,059 to HSHPS to provide assistance and continue to improve the health of the Hispanic population through academic development, research initiatives and training development opportunities. The activities included: CDC Student Internship Program, HSHPS Fellowship Program, Bi-national Border Health Conferences, Environmental Health and Medicine Initiative, Environmental Health Practice in Lower Rio Grande, HSHPS Research Clearinghouse, and Hispanic Research Faculty Database.	\$885,059	Hispanic/Latino	N/A
Totals			\$885,059		N/A

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TABLE C-1 SUMMARY OF CIO AWARDS BY CATEGORY

Division Name: CDC Human Resources Management Office (HRMO)
Initiative: HAA/HSI
Category: Employment

Civil Service - Hispanic
 Work Schedule Code

The Frequency
 Procedure

Government Work Schedule				
Work Schedule	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Full time	273	95.12	273	95.12
I	13	4.53	286	99.65
Part time	1	0.35	287	100

Division Name: CDC Human Resources Management Office (HRMO)
Initiative: HAA/HSI
Category: Employment

Civil Service - Hispanic
 Appointment Type Code
 (Full and Part Time
 Only)

The Frequency
 Procedure

GVT_TYPE_OF_APPT				
Appointment Type	Frequency	Percent	Cumulative Frequency	Cumulative Percent
10	196	71.53	196	71.53
15	40	14.6	236	86.13
20	1	0.36	237	86.5
32	3	1.09	240	87.59
38	5	1.82	245	89.42
40	1	0.36	246	89.78
48	28	10.22	274	100

Division Name: CDC Human Resources Management Office (HRMO)
Initiative: HAA/HSI
Category: Employment

Civil Service -
 Hispanic
 Appointment Type
 by Grade/PayPlan
 (Full and Part
 Time Only)

	Psn												
	AD-00	GS-05	GS-06	GS-07	GS-08	GS-09	GS-10	GS-11	GS-12	GS-13	GS-14	GS-15	WG-10
Government Type of Appointment													
10	8	1	2	5	3	17	1	23	25	69	34	7	1
15	.	.	.	2	.	4	.	2	10	21	1	.	.
20	.	.	.	.	.	.	.	.	1	.	.	.	.
32	.	.	.	.	.	3	.	.	.	.	.	.	.
38	2	.	.	.	.	.	.	.	2	.	1	.	.
40	.	.	.	.	.	.	.	.	1	.	.	.	.
48	26	.	.	.	.	.	.	.	1	1	.	.	.
All	36	1	2	7	3	24	1	25	40	91	36	7	1

Division Name: CDC Human Resources Management Office (HRMO)
Initiative: HAA/HSI
Category: Employment

Commissioned Corps -
 Hispanic Work
 Schedule Code

The Frequency
 Procedure

Work Schedule	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Full time	29	100	29	100

Commissioned Corps -
 Hispanic Appointment
 Type Code (Full and
 Part Time Only)

The Frequency
 Procedure

Appointment Type	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	26	89.66	26	89.66
3	3	10.34	29	100

Division Name: CDC Human Resources Management Office (HRMO)
Initiative: HAA/HSI
Category: Employment

Commissioned Corps -
 Hispanic Appointment
 Type by Grade/PayPlan
 (Full and Part Time
 Only)

	Psn					All
	CC-03	CC-04	CC-05	CC-06	CC-07	
Appointment Type						
1	3	3	11	7	2	26
3	1	2	.	.	.	3
All	4	5	11	7	2	29