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[www.asse.org/SPALW](http://www.asse.org/SPALW)



## Message from the SPALW Vice-Chair

### Setting a Direction for the Future

As stated by Trish Ennis, ASSE President, in her last message in Professional Safety, "the ASSE is a member-driven organization". SPALW is not an exception to this statement and we would love to hear from you, our members, to help set and drive a direction for the future.

SPALW team had the opportunity to meet during Safety 2014 in Orlando, Florida. The team discussed some of the opportunities SPALW has in the near future and what challenges do we need to overcome. As a result of feedback received during the meeting, we decided to update our mission and vision statement to expand the footprint of our group to all Spanish speaking workforces around the world, making SPALW a positive connection between ASSE and its chapters in Spanish speaking countries like Mexico, Ecuador and other future chapter. We think this strategic update would help the ASSE expand globally, offering important and valuable networking experience whereby individuals interested in safety efforts in Spanish speaking markets.

We are very excited to announce that several SPALW members have been selected as ASSE Media Spokepersons in their respective cities. This group will be invited to participate in a training gathering later in October. We still have some positions open in Chicago and Phoenix for members that would like to serve as media spokespersons, let us know if you are interested.

Finally, would like to thank all members for their support and contributions. Thanks to these efforts SPALW continues to be a great arena for safety professionals to discuss research, develop and implement ideas and recommendations for issues related to the Spanish speaking workforce.

Sincerely yours,

José Velasquez, CSP, CMIOSH  
SPALW Vice-Chair  
[jvelasquez@isn.com](mailto:jvelasquez@isn.com)

# Los Angeles ASSE Chapter Voted Center of Excellence for SPALW

By Hector Escarcega, Los Angeles Chapter President



Central Valley President  
Jose Perez  
ROC I meeting Alaska



Anchorage, Alaska skyline in the background for / ROC I meeting.



Los Angeles Chapter President  
Hector Escarcega  
ROC I meeting Alaska

This last April 2014 Region I had their ROC meeting in Anchorage, Alaska.

Our very own SPALW members Jose Perez and Hector Escarcega who recently finished their terms as Chapter Presidents for the Central Valley and Los Angeles Chapters voted along with the other chapter presidents who make up up ROC I to make the Los Angeles chapter the Center of Excellence for SPALW.

## ASSE Region I Chapters

- **Alaska Chapter** Anchorage, Alaska
- **Bakersfield Chapter** Bakersfield, California
- **Cascade Chapter** Eugene, Oregon
- **Central Valley Chapter** Fresno, California
- **Columbia-Willamette Chapter** Portland, Oregon
- **Lower Columbia Basin Chapter** Richland, Washington
- **Midnight Sun Chapter** Fairbanks, Alaska
- **Orange County Chapter** Anaheim, California
- **Philippines Chapter** Philippines
- **Puget Sound Chapter** Seattle, Washington
- **Greater San Jose Chapter** San Jose, California
- **Hawaii Chapter** Honolulu, Hawaii
- **Inland Northwest Chapter** Spokane, Washington
- **Long Beach Chapter** Long Beach, California
- **Los Angeles Chapter** Los Angeles, California
- **Sacramento Chapter** Sacramento, California
- **San Diego Chapter** San Diego, California
- **San Francisco Chapter** San Francisco, California
- **Southern Oregon Chapter** Medford, Oregon
- **Valley Coastal Chapter** San Fernando Valley, California

What this means is that the Los Angeles chapter will take the lead and make the commitment to hold one to two webinars on a subject matter relating to the mission and vision of SPALW. In addition they will be a resource to support both local chapters as

well as other Region's on informing and educating the membership at large as well as the community about the benefits that SPALW provides those who work with the Spanish speaking workforce. In additions resources for the Spanish speaking workforce will be made available as well as support for those professionals and consultants dealing with the issues associated with the Latino workforce.

The Los Angeles chapter and local SPALW members looks forward towards taking the lead on this exciting and important responsibility and role.

Those who have questions or ideas to support the Los Angele chapter towards this endeavor can contact Los Angeles Chapter SPALW representative Hector Escarcega at HectorEscarcega@aol.com / (323) 256-6968 or SPALW Administrator Jose Perez.

## *SPALW Significant Contributor Award*

The winner of the significant contributor award for the Safety Professional and the Latino Workforce (SPALW) Common Interest Group is Hector Escarcega.

Mr. Escarcega was acknowledged with this award During Society's PDC held in Orlando, Florida June 10, 2014. Hector is a contributing author to 2nd Edition "Construction Safety Management & Engineering" Chapter 37 " Safety & Your Spanish Speaking Workforce". Hector has also presented at least one technical session at each PDC for the last 12 years including sessions on working with your Latino workforce and working with your Multicultural workforce (he will present technical session and roundtable in Orlando 2014). Hector was one of the founding members of the SPALW CIG since its inception in 2004.



**Council on Practices & Standards  
CoPS Vice President: Jeffery C. Camplin, CSP, CPEA-  
presents Hector M. Escarcega, CSP, ARM with  
Significant Contributor Award for SPALW.**



He led the organization of SPALW Advisory Board chartered with providing purpose direction and motivation of SPALW. Hector has worked on multiple projects including but not limited to developing and advisory group for SPALW and the organization of a strategic planning session at the annual Society PDC. Hector has brought great credit to himself, SPALW and the entire safety professional community.

***Congratulations Hector!!!***

# SPALW 2014 PDC Membership Meeting

By Hector Escarcega, Los Angeles Chapter President

The 2014 SPALW membership meeting was a huge success. Big Gracias to our Premiere Sponsor: Weeks Marine and in-kind sponsors: Safety Products, Inc., KBR, and Consentium Search LLC.

We had a great turn out with representation from Perú, Argentina, Colombia, México, Costa Rica, Brazil, Chile, Uruguay, and Texas.



The outgoing Chair, Mark A. Hernandez gave special thanks to the Advisory Team (Jerry Rivera, Hector Escarcega, Diana Cortez, Thomas Trauger, Oscar Paredes, & Cathy Salgado) for their support and commitment during the 2013 - 2014 terms. Mr. Hernandez informed the group of the following accomplishments that SPALW achieved during the term: SPALW Against Falls Campaign, TV interviews on Fall Campaign - Univision, Spanish Translation: UAB VPP Project, Members on Advisory Committee On The Construction Safety & Health (ACCSH) & NACOSH, LA Chapter identified as a resource group for Region 1, and informed the group of the ASSE Spanish Website.



Mr. Page Warde, VP of Safety for Weeks Marine and Premier Sponsor addressed the group as well as informed the group that he would love to see the group meet more than once a year.

Mr. Hector Escarcega informed the group of some of the 2014-2015 goals: Revise Mission Statement, Train 10 personnel to be Media Representatives, and support ASSE with a Staff Liaison. Special Shout out to Hector for being nominated on behalf of SPALW for the Significant Contributor Award.

The SPALW group had the great opportunity to have the outgoing President of ASSE, Kathy Seabrook address the group as well as field some questions which will be followed up by the Advisory Committee.

SPALW is a common interest group of the American Society of Safety Engineers. For more information, please visit:  
<http://www.asse.org/practicespecialties/spalw>

# SPALW Sponsors Roundtable At PDC

## How to Effectively Communicate with Your Spanish Speaking Workforce

Hector Escarcega facilitate along with recorders Isidro Ledesma and Thomas Trauger this years SPALW sponsored roundtable "How To Effectively Communicate with Your Spanish Speaking Workforce"

Hector Escarcega, welcomed everyone to the roundtable and introduced himself to the group. He went over the objective of today's roundtable. Hector also introduced recorder's Isidro Ledesma and Thomas Trauger who assisted with today's roundtable as recorders.

Hector then asked everyone to please introduce themselves and share the reason for attending this roundtable and what they are interested in gaining from the roundtable session.

### I. HERE IS THE LIST OF PARTICIPANT'S INTERESTS AND CONCERNS:

1. How do we make sure not to lose information that is **translated when delivering safety training**?
2. How do we deal with Latino workers **not reporting injuries** due to culture?
3. I am glad that they have a good work ethic but I am concerned that they are so focused on work that they don't report their work injuries.. How do we address this issue?
4. I have two facilities. The newer facility has state of the art building features to address safety and ergonomic concerns and the employees in this building who are not Hispanic have more incidents/ accidents than the Latino workers who are working in the older building. This concerns me... why is this happening?
5. Latino workers have a tendency to agree to everything by saying yes and/ or nodding their head in the affirmative even though this may not be the truth. They also appear to hesitate to ask questions. Why is this? How can we address this issue?
6. Would like to know how to improve communication overall with my Spanish speaking workforce..in areas like
  - a. **Training?**
  - b. **How to get them to report safety issues/ injuries**
7. It appears that my Spanish speaking workers don't feel like they are part of the team when we segregate them from the main group of employees... what can we do about this?
8. How to deal with issue of respecting the chain of command where they feel like they are just the worker and you are the boss. The Latino culture is one where if the boss tells them to do something, it's not their place to question it. They are just expected to do it. How do we get them to be and feel like they are part of the team and understand their feedback is valued and welcomed?
9. Simply translating the material from English to Spanish is not enough. **How do we deal with those workers who only speak Spanish and can't read?**
10. When you use **translators for training or safety meetings** these individuals really need to have an understanding of the business. Otherwise they will have trouble explaining and/or translating concepts and the jargon specific to that industry.
11. Sometimes when we have information **translated into Spanish by translation services, they use the Castilian Spanish**. This may make it difficult for the worker to understand the translation. How do we address this issue? Do you have any suggestions?

### II. Discussion regarding Translation of Documents: (Some suggestions from Hector Escarcega)

When you go to select someone to translate your documents here are some simple tips:

1. Make sure the translation company knows your industry; this will help tremendously
2. Make sure the translation company knows the audience and/or the workers for whom these translated documents will be used by. The documents should be written on a level to that which the employees will be able to comprehend.
3. Make sure the translation company is using the correct jargon.

4. Before selecting your translation company make sure to do some research on them and ask the following questions:
  - How long they have been in business?
  - What is their main focus of translation of documents?
  - How do they translate their documents?
  - What is the background of those individuals who will be translating the documents?
  - What educational level do they translate the document at? etc..

*Hector suggested that due to the limited amount of time that we focus only on a couple of these issues.. for this session. The group decided to focus on issues dealing with training and translation.*

### III. Discussion regarding Training: (Some suggestions from Hector Escarcega)

1. When you are going to use a translator **make sure this person understands their responsibility** and that they should not leave out any details that are spoken by the English speaking presenter.
2. Make sure the English speaking presenter does not continue to rattle off in English thinking that the Spanish speaking translator will remember all of the details. **The bilingual translator will need to train and or be assertive with the presenter and make sure to ask them to stop speaking ever couple of sentence.**
3. **It is up to the English speaking presenter to deliver their presentation in small chunks, sentences and phrases.** Otherwise the bilingual translator more than likely will not stop the English speaking presenter and not be able to remember everything and miss valuable information.
4. It is okay to use a translator ( from English to Spanish ) during say a tailgate safety meeting or a brief gathering. **However, it is highly discouraged to use a translator during safety training.** Tailgate and safety meetings should only last 10 to 30 minutes and is usually one direction. On the other hand Training requires "how to" information and in much greater detail in communicating a safety concept to your Spanish speaking workforce. In this case it is very important to use an experienced Spanish speaking, qualified bilingual safety trainer. This can make the difference between a serious accident injury, fatality or not.
5. If you have a workforce consisting of both English and Spanish speaking workers **it is recommended that you not conduct safety meetings and safety trainings simultaneously in both English and Spanish.** Workers are more than likely not to focus, pay attention or comprehend the safety message. It is better that you have safety training and meetings in Spanish for the Spanish speaking workforce and in English for the English speaking workforce.
6. **There are some few exceptions where it is okay to do simultaneous Spanish/ English safety meetings.** For example, small groups of well establish workforce who are familiar with each other and their culture. In these instances maybe brief safety meetings can be conducted simultaneously. This will also depend on the skills of the presenter who will be able to go back and forth from English to Spanish and back to English..
7. **Make sure that when you use a Spanish speaking safety trainer that they have the qualifications as being bilingual and that they have the proper safety background.** The worst thing you can do is have a Spanish speaking trainer speaking in Spanish but yet not really being competent on the subject matter to the point where they provide erroneous information.

### IV. What Is The Most Effective Means For Training?

1. **When training in Spanish use fewer words and more pictures** of your own employees from the workforce and use qualified Spanish speaking trainers.
2. **Make sure to create a training environment that is conducive to training.** Make sure they have seats, tables, good lighting, rest rooms, etc. Make it comfortable so that they will learn. This will show the attendees that you care and the workers will appreciate this and learn and remember more.
3. To make the workers feel comfortable in training **encourage them to bring their own food or snacks from home. You as the employer can also support this concept by paying for some of their home snacks and cultural food.** This will make them feel part of the team, ease any tensions, and break the ice.
4. **Make an effort to learn simple Spanish words and phrases** and create the opportunity for them to learn English.
5. Someone suggested possibly using Spanish puns as a way to add humor to the safety meetings or trainings. This is a good suggestion but just make sure you use humor in the right context.

6. **Use games to create fun as part of the learning experience.** The workers enjoy having fun while learning. Use games, short funny videos, offer prizes, use pictures of your own workers in power point presentations.
7. **Make sure to use hands on exercises during any type of safety training when appropriate.** This helps improve the comprehension level and comfort level in participating.
8. **Use the concept of family as part of the Latino culture to get your Spanish speaking workers to pay attention to safety procedures.**

#### V. Working with the Issue of Machismo

1. Have the training where men and women can see both groups getting trained the same way.
2. **Arrive early and spend time getting to know your workers** on a one on one first name basis before the training class begins.
3. **Get into the trenches with your workers. Share food with them during breaks and lunch.**
4. **Due to the concept of machismo some workers believe that they will look weak if they use PPE personal protective equipment.** We need to explain to them that PPE can prevent incidents and injuries and will help them get back to their families in one piece. Also need to explain to them that these are the rules for the workplace.

*From Wikipedia, the free encyclopedia:*

*Machismo* (/məˈtʃiːzmoʊ, mɑː-, -ˈtʃiː-/; Spanish: [maˈtʃizmo] (from *Spanish* "macho", male<sup>[1]</sup>); Portuguese: [meˈʃizmu]) is the sense of being macho or manly, the concept associated with "a strong sense of masculine pride...[with] the supreme *valuation* of characteristics culturally associated with the masculine and a denigration of characteristics associated with the feminine."<sup>[2]</sup> It is associated with "a man's responsibility to provide for, protect, and defend his family."<sup>[3]</sup>

5. Spend some time to learn some short phrases in Spanish.

#### VI. How to get employees to Report Injuries

1. Explain to them the reporting process; how it is done, why it is done, workers comp covers medical costs, and that it's an internal process done in confidence. This is to help overcome the concerns of looking weak because they had to report an injury (**machismo**) immigration issues if someone finds out about them during the investigation process, not being able to pay for treatment.
2. Have someone help translate the incident report.

# 2015 Professional Development Conference

By Dewey Whitmire, ASSE Director Professional Development



Associate with the best. Present at the 2015 to be part of the premier event of the SH&E profession.

## Identify, expand, prepare, engage...

What do these words mean to you? You're the SH&E expert. By presenting at Safety 2015, the premier event of the profession, you are reaching the best of the profession to discuss key and emerging issues, and to engage peers in the discourse of the profession. Expand the profession's knowledge, and help prepare future practitioners for the challenges ahead.

## **Subject: 2015 Professional Development Conference - Call for Spanish Presenters Safety and Health Professional / Profesional de la Seguridad y la Salud:**

This email is offered in both English and Spanish / Este correo electrónico se ofrece en Inglés y Español.

Don't miss this opportunity. At its 2015 Professional Development Conference to be held in Dallas, Texas, Sunday, June 7-10, 2015, the American Society of Safety Engineers (ASSE) plans to offer sessions delivered in Spanish. If you are interested in delivering a session in Spanish, the attached links contain the letters and application forms for those interested in submitting a proposal to speak. The proposals must be submitted to us in English and Spanish. The deadline for submissions is October 10, 2014. The letter and form are provided in both Spanish and English. Please feel free to share both letters with others you feel may be interested. Please contact me if you have any questions.

No pierda esta oportunidad. Durante la Conferencia de Desarrollo Profesional 2015 que se llevará a cabo en Dallas, Texas, del domingo 7 al 10 de junio del 2015, la Sociedad Americana de Ingenieros de Seguridad (American Society of Safety Engineers o ASSE, por sus siglas en inglés) planea ofrecer sesiones en español. Si usted está interesado en impartir una sesión en español, el documento adjunto contiene cartas y formularios de solicitud para aquellas personas que estén interesadas en presentar una propuesta para participar como oradores. Las propuestas deben ser presentadas en inglés y español. La fecha límite para recibir solicitudes es el 10 de octubre del 2014. La carta y el formulario han sido redactados en español e inglés. Si conoce a alguien que pudiera estar interesado(a) en esta oportunidad, por favor hágale llegar ambas cartas. Por favor contácteme si tiene alguna duda.

[Safety 2015 Speaker Letter and Application Form – English \(MS Word\)](#)

[Safety 2015 Speaker Letter and Application Form – Spanish \(MS Word\)](#)



# SPALW Conference Calls

Since SPALW members are not geographically composed like chapters, we meet regularly via teleconference. SPALW conference calls will be scheduled for the last Friday of each month at 11:00 am (Eastern), unless otherwise noted. Please join us as your schedule permits to hear about our major projects and objectives for 2015 and to see how you can get involved and make the most of your membership.

Friday, October 24, 2014: 11 am EDT/ 8 am PDT

*Important  
DATE!*

*Call-in: 866-453-5550*

*Passcode: 61089*

*International Dial-in: 404-974-9843*

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## SPALW Resources

- **Mentoring Services:** Click "Mentor Contacts" under the [Members Only section](#).
- **Job Search Assistance:** Visit [Nexsteps](#), [ASSE's Career Resources LinkedIn site](#) or your [local chapter site](#).
- **Career & Education Resources:** Use the [Career Resource Center](#) or [ASSE's College & University Directory](#).
- **Networking:** Join our [LinkedIn](#) or [Facebook](#) groups or view all of [ASSE's social media sites](#).
- **Technical Advice:** Use our [24/7 online question submission form](#) or contact [SPALW's volunteer Advisory Committee](#).
- **Publication Opportunities:** Get published by [submitting an article](#) and earn COCs.
- **Educational Resources:** [SPALW website](#); [Special Issues & Best of the Best Publication](#); [Key Issues Publication](#); [Interviews](#); [Business of Safety Committee](#); [Nanotechnology Support Site](#); [Webinars](#).
- **Customer Service:** Contact ASSE Customer Service at (847) 699-2929 or [customerservice@asse.org](mailto:customerservice@asse.org).

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# Upcoming Webinars



## [Creating a Safety Culture](#)

September 24, 2014 - 11:00 AM - 12:30 PM CENTRAL

## [Arc Flash & NFPA 70E - Understanding the Hazard](#)

October 1, 2014 - 11:00 AM - 12:30 PM CENTRAL

## [Decision Analysis in Support of Safety Management Systems](#)

October 8, 2014 - 11:00 AM - 12:30 PM CENTRAL

## [Protecting Temporary Workers](#)

October 22, 2014 - 11:00 AM - 12:30 PM CENTRAL

## [Using the CDC INPUTS™ Survey to Improve Workplace Health and Safety](#)

October 29, 2014 - 11:00 AM - 12:30 PM CENTRAL

## [Generating Culture Change Mindsets](#)

November 5, 2014 - 11:00 AM - 12:30 PM CENTRAL

## [Protecting Temporary Workers](#)

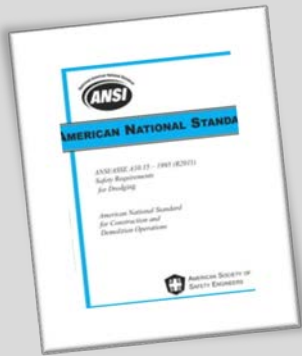
November 19, 2014 - 11:00 AM - 12:30 PM CENTRAL

## Welcome New Members

We want to thank everyone who has remained a loyal member of SPALW and welcome the following members who recently joined. We are currently at 508 members and growing. If you have any colleagues who might be interested in joining SPALW, please contact [Krista Sonneson](#) to request an information packet. If you know anyone who might be interested in joining ASSE, please contact [customer service](#).



SPALW membership costs only \$10 per year. To join, contact ASSE Customer Service at (847) 699-2929 or visit us [online](#).



## ASSE Technical Publications

Check out the ASSE's full catalogue of technical publications at [www.asse.org/publications](http://www.asse.org/publications) to see the latest SH&E books, standards and more!

## SPALW Establishes Educational Grant



Safety Professionals and the Latino Workforce (SPALW) has established a professional education grant aimed at providing assistance for members in the SH&E occupation to further their education and career in an effort to help decrease the amount of workplace accidents among Latinos.

While workplace fatalities are slowly decreasing and awareness about staying safe on the job is increasing, workplace incidents within the Latino workforce remains high. According to the Bureau of Labor Statistics, 682 Hispanic or Latino workers were fatally injured while at work in 2010. Fatal injuries among this population accounted for 15% of the total fatal work injuries

with a fatal work injury rate of 3.7 per 100,000 full-time equivalent (FTE) workers. The fatal work injury rate for all workers is 3.5 per 100,000 FTE workers.

The SPALW professional education grant was established to bring more attention to this issue and to assist in getting more Latino representation in the occupational safety profession. "All of us as Latino safety professionals felt that not enough people were getting into safety classes," explained SPALW Chair Anibal Franco. "We do not have enough representation in occupational safety." The establishment of the SPALW grant was also partially in response to a recent study commissioned by NIOSH, which concluded that within five years, the demand for occupational safety and health professionals will significantly outnumber the amount of individuals with the proper training to fill the positions.

The SPALW professional education grant will be awarded each year to several individuals to enable them to attend various occupational safety classes and certification programs, seminars, conferences or any other event that will further develop their career as a safety professional. The grant is presented in partnership with the ASSE Foundation.

ASSE and SPALW member, Rixio Medina, CSP of Rixio Medina and Associate, LP, who also serves on the foundation's fundraising committee, has donated \$3,500 to start the SPALW professional education grant. Other SPALW members and those who are committed to ensuring improved workplace safety for Latinos are encouraged to contribute to the fund as well. Donations can be made via ASSE's website at <http://www.asse.org/foundation> or by mail to Mary Goranson, Foundation Manager, American Society of Safety Engineers, 1800 E. Oakton St., Des Plaines, IL 60018. Please earmark donations as SPALW.