



2011  
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# SPALW Newsletter

## Safety Professionals & the Latino Workforce

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### **SPALW Executive Committee**

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**Safety  
Professionals  
And the  
Latino  
Workforce**

## Looking Forward to Safety 2011

"Hola" to all of you, members of SPALW and safety professionals of ASSE, I hope this newsletter finds all of you safe and doing well. It is amazing that we are already entering the fourth month of the year, which means we are only a couple months away from our annual meeting!

SPALW continues to support the ASSE/OSHA alliance through the translation and editing of safety program documentation. This not only benefits ASSE and OSHA, but safety professionals and SPALW members as well. The translated documents to date are located on [SPALW's website](#).

The SPALW website has a new look so if you have not visited it recently, I encourage you to have a look and as always, we welcome your feedback on how we can make it more beneficial to our membership. Also, we have very active [LinkedIn](#) and [Facebook](#) pages so I encourage you to log in and see what information SPALW members are sharing.

Planning for the SPALW meeting at Safety 2011 is underway, and we look forward to another great event, especially given that this is ASSE's 100<sup>th</sup> anniversary! A special subcommittee has been working aggressively to plan the meeting, so we hope we will have a good turnout.

Lastly, our membership has seen some recent additions, and we are excited to welcome our new members to SPALW. We look forward to your participation and contribution to the important work that SPALW is doing, and we hope you find your experience with us meaningful.

Muchisimas Gracias y Saludos a todos!

*Zeferino Banda Jr., CSP*  
*SPALW Chair*



## OSHA Strategic Partnership Program: An Effective Education for Latino Workers

By Michael Hite, Anibal Franco & Shane Morrow

OSHA has established cooperative relationships at workplaces that have implemented a comprehensive safety and health management system. Acceptance into the Voluntary Protection Program (VPP) is OSHA's official recognition of an organization's exemplary occupational safety and health performance.

The common objective and goal of these agreements is to provide a safe and healthful work environment and to help prevent serious injuries and accidents in the construction industry. Increased training, implementation of best work practices, enhanced safety and health programs and compliance with applicable OSHA standards and regulations help promote the partnerships' goals. Statistics prove the merits of VPP projects by lowering the lost time, restricted duty or transferred case rates to 52% below the national industry average (DART). Generally speaking, construction projects with above-average safety programs and performance seek to exceed OSHA compliance and expectations. With active and visible safety leaders, the projects have fewer injuries, illnesses and are often rated as best places to work.

In construction projects with exemplary safety and health programs, management communication is honest, open and understandable. Employees are treated with respect, they receive positive feedback and are encouraged to provide candid feedback in return. In other words, protection and prevention is aligned with work planning and ensures that workers have opportunities to communicate their safety concerns. Worker input to the safety program promotes ownership and teamwork within the project.

For companies seeking to move their safety program from good to outstanding, employee engagement provides the best return on investment. Employees who take ownership of the program and who are consistently challenged to find new solutions for workplace issues have significantly reduced workplace injuries and illness rates. Additionally, applying a best practices approach will help promote a safe work culture, and we believe that occupational safety and health are linked to construction performance.



*Partnerships help workers reduce their risk of death, injury and illness; increase practical safety and health knowledge and skills; take an active role in their own safety and health protection; and strengthen morale.*

A comprehensive safety program aligned with enforcement of project rules and regulations and coupled with engaged workers will improve the project's morale and productivity. Workers who trust the people for whom they work have pride and ownership in what they do develop a culture that engrains safety and health into their careers and as a result spills over into their personal lives. Decreased injuries and illnesses will help promote a stable means of income for the family and healthy family members are typically happier people.



*A safety incentive program that reinforces positive behavior is part of an overall comprehensive SH&E program.*

The safety incentive program is another important part of a successful safety and health management system. If done correctly, projects with incentive programs experience reduced injury and illnesses rates compared to those that do not have similar programs. The public recognition before their peers afforded by this program, in conjunction with training, analysis and positive reinforcement, helps in the success of the overall safety program. As a result, the program will benefit and the workers will embrace the goal of zero harm.

## David Michaels Meets with Foreign Ambassadors to Discuss Protecting Migrants

By OSHA QuickTakes

OSHA Assistant Secretary David Michaels joined Secretary of Labor Hilda Solis on Dec. 2, 2010 in Washington, DC in a meeting with ambassadors from Central American and Caribbean countries to discuss

the potential for partnership agreements between their embassies and the U.S. Department of Labor on migrant worker rights. Michaels discussed worker safety and health issues with dignitaries from Costa Rica, Dominican Republic, El Salvador, Guatemala, Haiti, Honduras, Jamaica, Nicaragua and Panama.

Michaels told the ambassadors, "The most vulnerable workers in the U.S. are immigrant workers—your workers—who are employed in the most dangerous jobs in this country, particularly construction. Sadly, because these workers are not always informed about workplace hazards and their rights to safe and healthful workplaces, they are being injured and killed on the job at significantly higher rates than other workers."

Michaels said that through OSHA's Alliance Program, the agency enjoys 11 alliances to promote worker safety and health with consulates in Latin America—10 with Mexico and one with Guatemala. For example, OSHA's local office in Dallas has an alliance with Mexico, Peru, El Salvador and Ecuador, and in the New York area, OSHA has an alliance with Guatemala. A letter of agreement signed by OSHA and Mexico provides the framework for a cooperative effort to develop informational materials in a language and at a level that Mexican workers can understand; travel together to speak with workers in their workplaces about their rights; and collaborate with communities to hold events where OSHA provides vulnerable workers with important safety and health training. In addition, nearly 1,000 workers, employers, labor leaders, representatives from community and faith-based organizations, government and Mexican consulates gathered for two days in April 2010 at the National Action Summit for Latino Worker Health and Safety in Houston, TX to seek new, effective ways to improve workers' knowledge of their workplace rights and their ability to exercise those rights.

Since then, as reported in the Dec. 1, 2010 QuickTakes, all OSHA regions have hosted follow-up summits and educational conferences to provide vulnerable worker populations with education, training and assistance.

"OSHA is committed to defending the rights of all working men and women," Michaels said. "Regardless of their national origin, no worker should have to fear being injured or killed on the job to earn a living."

## Hispanic Fatalities & Construction Safety

By Anibal Franco, MCE, LEED AP, HJ Russell & Company

Immigrant workers face a far greater risk of workplace injury and death than native-born workers because of the language barrier. In our industry, a lack of communication can lead to fatal mistakes. In addition to

the problem of communication we face in this sector, many Hispanic construction workers do not report unsafe working conditions because they are scared of losing their jobs. Workers in construction incurred the most fatal injuries of any industry in the private sector in 2009.

It is clear that OSHA is working to deal with the problem of communication between employers and employees: materials are being translated into Spanish, training is offered in the language and OSHA's website has a Spanish page and a Spanish toll-free help line. However, statistics reveal that these initiatives have not been enough to reduce the number of injuries and fatalities. OSHA cannot do it alone.

In 2009, 4,340 workers died from work-related injuries, down from a final count of 5,214 fatal work injuries in 2008 (17% less). The number of fatal work injuries declined 17% among Hispanic or Latino workers. The U.S. Bureau of Labor Statistics attributed much of the drop in fatal workplace injuries to economic factors, a trend that began in 2007.



*Workers have the right to know what a safe workplace looks like and what hazards they face.*

Today, Hispanics are the fastest-growing ethnic group in the U.S. Even if they come from different countries, what they have in common is the Spanish language and a unique occupational, socioeconomic and cultural background. For these reasons, the provision of adequate training and education on health and construction safety is one of the most critical factors in reducing and preventing injuries and fatalities.

It is not only the social cost and human part of the equation; this is also about business. The 2009 Liberty Mutual Workplace Safety Index found that workplace injuries in the U.S. totaled \$52 billion per year in direct workers' compensation costs alone.

This report combines data from Liberty Mutual, the U.S. Bureau of Labor Statistics and the National Academy of Social Insurance.



Workers have the right to be trained in a language and in a way they understand.

Authorities and employers must comprehend that educated employees are the most critical factors in preventing and reducing injuries and fatalities. My recipe for adequate training and education on health and construction safety for Hispanic workers is as follows:

Training must:

- Be culturally sensitive considering their unique cultural background
- Be accompanied by an accurate commitment to safety (analysis, prevention, hazard recognition and positive reinforcement)
- Ensure that workers have opportunities to communicate their safety concerns
- Be delivered by experienced professionals in a language common to the workers

## OSHA Hosts Latino/Immigrant Worker Safety & Health Summits

*By Diana Cortez, Area Director, OSHA*

Each year, thousands of workers in the U.S. are injured or killed on the job as a result of preventable incidents. And, Latino workers are killed and suffer work-related injuries at higher rates compared to the general worker population. They are among the most vulnerable and at-risk workers. To reverse this trend, the first National Action Summit for Latino Worker Health and Safety was convened in April 2010 in Houston, TX where more than 1,000 participants from around the country participated.

The conference brought together Latino workers, community and faith-based groups, employers, unions, consulates, the medical community, health and safety professionals and government representatives.



*Labor Secretary Hilda Solis at the National Action Summit in Houston, TX.*

Following the National Action Summit, OSHA regions throughout the nation have hosted local conferences to further OSHA's outreach efforts providing educational program and compliance assistance. The goal of these conferences is to reduce injuries and illnesses among Latino workers by enhancing knowledge of their workplace rights and by improving their ability to exercise those rights.



*Diana Cortez (Area Director for OSHA's Tarrytown, NY Area Office and the Region II Hispanic/ESL Coordinator) and workers at the "Voices from the Workplace" panel at the New York City Action Summit for Latino/Immigrant Worker Safety and Health.*

OSHA Region II held summits in New Jersey in July 2010 and in New York City in November 2010 to educate Latino workers about workplace hazards and their right to a safe and healthy workplace. These summits built on the success of the National Action Summit held in Texas. In OSHA Region II, which includes New York, New Jersey, Puerto Rico and the Virgin Islands, 38% of workplace fatalities from 2007-2009 were Latino workers. The region has scheduled a South Jersey Latino Summit to be held in April 2011 and a New York City Metropolitan Area Pan Asian Summit in July 2011.

The First Northern New Jersey Action Summit for Latino Immigrant Workers was held on July 26, 2010, at the Morris County Library in Whippany, NJ. More than 120 people attended. On November 16, 2010, OSHA and NIOSH co-sponsored the New York City Action Summit for Latino/Immigrant Worker Safety and Health held at

Lehman College in the Bronx, NY. Approximately 400 people attended the event. ASSE's New York City chapter sponsored three buses that transported more than 100 workers, mostly day laborers, to the summit from community organizations in Westchester, Queens, and Staten Island. These events brought together Latino workers, union representatives, employers, community and faith-based organizations, consulates, safety and health professionals and federal and state agencies.

The events included presentations and panel sessions where workers, OSHA representatives and others participated. The "Voices from the Workplace" panel included worker representatives from New Labor, Make the Road New York, New Labor and El Centro del Inmigrante. The "OSHA's Collaborate Efforts" panel included the Consul Generals of Guatemala and Mexico and representatives from the National Day Laborers Organizing Network, NIOSH and the New York Department of Labor. The "Making a Difference" panel included representatives from the Laborers International Union of North America Locals 10 and 79, the New York Committee on Occupational Safety and Health and the New York City Labor Council for Latin American Advancement.

At the New Jersey Summit, following the presentations, a breakout session called "OSHA Listens" was designed to generate ideas on specific actions that OSHA can take to enhance the voice of workers in the workplace. In New York, a 20-minute skit performed by workers and OSHA staff was featured on "How to File an OSHA Complaint." The sessions were extremely lively; participants shared ideas, asked questions and reaffirmed lessons learned. New alliances to reach Latino workers were also developed.

In Region V, OSHA participated in the first National Council of La Raza (NCLR) Workforce Development Conference in Chicago, IL from October 13-24, 2010. The theme of the event was "¡Listo! Preparing Latino Workers for the New Economy." More than 40 NCLR affiliate groups and hundreds of their members attended. A representative from OSHA Region V participated in a workshop called "El Trabajador Informado Estara Protegido" (An Informed Worker Will Be a Protected Worker). Other participants in this workshop included representatives from Instituto del Progreso Latino, Workforce Employers Resource Collaborative and ARISE Chicago Worker Center. The workshop highlighted the value of collaboration between workforce intermediaries, worker rights centers and OSHA as a strategy to prepare workers for employment with an awareness of their rights to a safety and healthy workplace. At the end of the workshop, OSHA and Instituto del Progreso Latino established plans for collaborative trainings for healthcare and construction workers in the coming months.



*Attendees listen to OSHA's Region IX Assistant Regional Administrator, Steve Zinck.*

In Oakland, CA, OSHA, in cooperation with California OSHA, hosted a regional Latino workforce outreach and education conference on February 1, 2011. The one-day event provided materials, products and assistance from experts on employee rights and employer responsibilities and featured information booths and health and safety workshops. They plan to host a Latino Summit in July.

More information will be available soon. Many other regions are working with stakeholders to host similar events. To read more about these events and to learn about upcoming ones, visit

<https://www.osha.gov/latinosummit/2010latino-summit.html>.

## Interview with Diana Cortez



***Please provide a brief description of your professional background and of your position with OSHA.***

I am the director of OSHA's Tarrytown area office, located in Westchester County, NY. The area office covers The Bronx, Westchester and Rockland Counties. I am responsible for OSHA activities, such as enforcement, cooperative programs and compliance assistance. Before becoming the area director, I worked my way up through ranks of the agency, serving in positions ranging from safety technician to safety compliance officer. I have conducted field investigations at a wide variety of industrial and construction worksites and have investigated numerous occupational accidents, catastrophes and fatalities.

As OSHA's Region II Hispanic coordinator, I initiate and coordinate workplace safety and health initiatives, outreach and training. While reaching out to community leaders who provide services to immigrants, I have established numerous working relationships within these communities. I coordinate and provide OSHA courses in general industry and construction to workers at no cost. I also reach out to high school students to provide

valuable training and information that will equip them with the tools to recognize and avoid workplace hazards.

As vice chair of ASSE's Safety Professionals and the Latino Workforce (SPALW) common interest group, I have worked to expand the information and resources available on SPALW's website to aid SH&E professionals and employers in improving their safety and health programs, including worker training in a variety of topics in construction and general industries.

***What do you feel are the biggest challenges facing Latinos in the SH&E profession? What can be done to combat these challenges?***

I believe one of the biggest challenges facing Latinos in the SH&E profession involves trying to convince Latino workers that their safety really is valued and that they have a right to a safe and healthy workplace. However, at the same time, Latinos are categorized (by some facets of society) as illegals, when in fact they are not. Some may be undocumented, but all are human beings who should not die or suffer injuries at their workplace while trying to earn a living and support their families.

This also creates another challenge whereby Latino workers do not want to draw attention to themselves, which creates an environment for not reporting injuries. As a Latina in the safety and health field, I feel the best way to address these challenges is to encourage employers to get to know and understand their Latino workers, their culture, customs and beliefs so that they can develop a positive working relationship with them. Only then will employers be able to gain Latino workers' trust, which will in turn benefit their overall safety program and the well being of their workforce.

***What major strides have been made in relation to SH&E and the Latino workforce, and what opportunities still exist?***

Many publications, literature and training materials are available in Spanish to assist SH&E professionals. However, there needs to be more recognition and awareness of the issues faced by the Latino workforce. Latinos continue to suffer a disproportionate high rate of fatalities, injuries and illnesses in comparison to the general working population in the U.S. Some opportunities that still exist include research on these issues, increasing the understanding of Latino cultures (Latinos come from a variety of countries with diverse backgrounds) and increasing the capacity on how to effectively train Latino workers. The need to continuously reach out to and educate the Latino workforce must also be addressed.

***What new initiatives is OSHA pursuing to improve safety among the Latino workforce?***

OSHA, through its alliance with ASSE, has contributed to improving the safety and health of Latino workers through the development and dissemination of occupational safety and health-related information in Spanish. This initiative has resulted in the free dissemination of training programs, safety bulletins and pamphlets available to employers and SH&E professionals who employ or work with Latino workers.

In April 2010, OSHA hosted the National Action Summit for Latino Worker Health and Safety in Houston, TX, where nearly 1,000 workers, employers, labor leaders, representatives from community and faith-based organizations, government, academia and Mexican consulates gathered to discuss and share information related to the injury/illness and fatality trends associated with Latino workers and to seek new, effective ways to improve workers' knowledge of their workplace rights and their ability to exercise those rights. Since then, all OSHA regions have hosted follow-up summits and educational conferences to provide vulnerable worker populations with education, training and assistance.

***As vice chair of SPALW, what do you gain from being an active volunteer in SPALW? Why would you encourage other ASSE/SPALW members to become involved? What volunteer positions are currently open?***

Being an active volunteer in SPALW has been extremely gratifying for me. I have been able to share my knowledge and experiences with other SH&E professionals throughout the country and vice versa. This definitely would not have been possible without my involvement in SPALW. SPALW members benefit by being able to easily access resources to help them successfully implement programs and training for their Latino workforce as well as meet, network and share knowledge and experiences with SH&E professionals with diverse backgrounds. There are a variety of opportunities to volunteer, such as translation of documents and training materials, membership, updating the SPALW website and mentoring.

***What do you consider to be SPALW's greatest accomplishments since the group was first established?***

Our website has significantly been populated with much-needed free resources in both English and Spanish to help SH&E professionals improve their knowledge and skills as well as the services they provide to employers and workers to reduce workplace injuries, illnesses and fatalities. Membership has also grown significantly to more than 600 members. Our newsletter provides great articles on issues related to the Latino workforce, as well as SH&E-related events, activities and programs of interest that have been successfully implemented throughout the country. Additionally, we have

established a great networking group where we all share and help our counterparts throughout the country.

***What are SPALW's goals and objectives for 2011 in light of the Society's 100-year anniversary?***

Our objectives for 2011 are to increase our membership, improve the website and increase our volunteer membership. We will conduct a needs survey, which will ask our members for their comments and ideas to better serve them. We also plan to hold a networking meeting/anniversary celebration to commemorate the great event.

*Diana Cortez is the director of the OSHA Tarrytown area office, located in Westchester County, NY. She is responsible for OSHA activities, such as enforcement, cooperative programs and compliance assistance. Before becoming the area director, Cortez worked her way up through ranks of the agency, serving in positions ranging from safety technician to safety compliance officer. She has conducted field investigations at a wide variety of industrial and construction worksites and has investigated numerous occupational accidents, catastrophes and fatalities.*

*As OSHA's Region II Hispanic coordinator, she initiates and coordinates workplace safety and health initiatives, outreach and training. While reaching out to community leaders who provide services to immigrants, she has established numerous working relationships within these communities. She coordinates and provides OSHA courses in general industry and construction to workers at no cost. She also reaches out to high school students to provide valuable training and information that will equip them with the tools to recognize and avoid workplace hazards.*

*She has been recognized with the Secretary of Labor Exceptional Achievement Award several times for her achievements and contributions in a variety of projects impacting worker safety and health.*

*As vice chair of ASSE's Safety Professionals and the Latino Workforce (SPALW) common interest group, Cortez has worked to expand the information and resources available on SPALW's website to aid SH&E professionals and employers in improving their safety and health programs, including worker training in a variety of topics in construction and general industries.*

*She holds a bachelor's degree in Safety Administration from Mercy College and is pursuing an M.A. in Human Resources from Mercy College.*

## Welcome New Members

We want to thank everyone who remained a loyal member of SPALW throughout 2010 and welcome the following members who recently joined.

Hisham Al-Shuwaikhat, Southern Area Production Engineering  
Annika Campbell, Jamaica Broiler Group Ltd.  
Anibal Franco  
Joe Guerra  
Mary Anne Latko, AIHA  
Perfecto Mangual  
Orlando Moran  
Charlene Navarro  
Keith Newsome, Chevron  
Cindy Schneider, North Valley Compliance Inc.

## ASSE: A Century of Safety

ASSE's documentary "American Society of Safety Engineers—A Century of Safety" tells the story of work safety and tragedy through the decades. It not only tells the story of how and why we are safer at work today, but the genesis of safety in the workplace and the occupational SH&E profession. It is also part of ASSE's 100th anniversary. ASSE was founded in 1911 in New York City and now has more than 32,000 occupational SH&E professional members located worldwide committed to protecting people, property and the environment.

Narrated by Chicago-based actor Alan Wilder, the film walks the audience through tragedies and triumphs in the history of work safety. It spans several years and topics, from the horrific Mar. 25, 1911, Triangle Shirtwaist Factory fire in New York City that took the lives of 146 people unable to escape the fire due to locked doors and collapsed fire escapes, to the successful building of large projects without worker injuries or fatalities.

ASSE produced the documentary as part of its ongoing efforts to raise awareness about the importance of workplace safety and how it affects everyone in every facet of people's work and daily lives. ASSE members and non-members are featured throughout the film discussing the past and the future of occupational safety whether in the office, manufacturing plants, on the road, in the air, in the farm fields, etc. Please [view the film](#) and share it with others.

## Professional Development Conference

Registration starts at just \$75!



Join us at ASSE's Safety 2011 Professional Development Conference and 100<sup>th</sup> -Anniversary Celebration in Chicago, IL. For more information, visit <http://www.safety2011.org>.

### SPALW Kiosk

When: June 12-15, 2011

Where: McCormick Place, West Exhibit Hall, 2301 S. Lake Shore Dr., Chicago, IL

### SPALW Networking Event

When: Tuesday, June 14, 2011 at 6:30 p.m.

Where: Hyatt Regency Chicago, 151 E. Wacker Dr., Chicago, IL

What: Meeting followed by music, dancing, food and lots of fun.

### SPALW-Related Sessions

- [Session 552](#): Practicing Diversity in the Workplace to Achieve Organization Goals
- [Session 574](#): Delivering the Safety Message Across Cultures (Spanish session)
- [Session 603](#): A Multinational Look at Building Codes
- [Session 670](#): Winning the Hearts and Minds of Workers in Foreign Culture for SHE Success
- [Session 681](#): Safety, Seguridad, Securite: Training a Multicultural Workforce
- [Session 684](#): Construction Focus Four Hazards (Spanish session)
- [Session 702](#): Sky High: Challenges and Opportunities for EH&S Professionals in the Next Decade
- [Session 704](#): Achieving Safety Excellence in Construction: Beyond Compliance
- [Session 710](#): International Forum
- [Session 736](#): A Beginners Guide to Accident Reporting Outside of the U.S.
- [Session 759](#): Safety and Health Resources for Diverse Workforces
- [Session 761](#): GHS: It's Coming Sooner than You May Think. Are you Prepared?
- [Session 774](#): Lessons Learned from a Pilot Study Among Residential and Commercial Contractors in Reducing Falls and Silica Exposure in the Construction Industry (Spanish session)

- [Session 778](#): Building Safety Culture with Latino and Non-Latino Construction Workers
- [Session 785](#): 2011 Global Safety and Health Briefing

## SPALW Meetings

Since SPALW members are not geographically composed like chapters, we meet regularly via teleconference. SPALW conference calls will be scheduled for the last Thursday of each month, unless otherwise noted. Please join us as your schedule permits, to hear about our major projects and objectives for 2011.

- Thursday, April 28, 2011: 11am EDT/8am PDT
- Thursday, May 26, 2011: 11am EDT/8am PDT
- Thursday, June 30, 2011: 11am EDT/8am PDT
- Thursday, July 28, 2011: 11am EDT/8am PDT
- Thursday, August 25, 2011: 11am EDT/8am PDT

## SPALW Resources

- **Mentoring Services:** Visit the [Members Only section](#) of ASSE's website and click "Mentor Contacts" or contact [ASSE staff](#).
- **Job Search Assistance:** Visit <http://www.nexsteps.org>, ASSE's [Career Resources LinkedIn site](#) or your local [chapter site](#) to view SH&E job postings.
- **Career & Education Resources:** Use the [Career Resource Center](#) or [ASSE's College & University Directory](#) to advance your career.
- **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](#) with any technical questions.
- **Publication Opportunities:** Get published and earn COCs by [submitting an article](#).
- **Educational Resources:** SPALW [website](#); [SH&E Standards Digest](#); [Special Issues & Best of the Best Newsletter](#); [Key Issues publication](#); [interviews](#); [Business of Safety Committee \(BoSC\)](#); [Nanotechnology Support Site](#); [webinars](#).
- **Customer Service:** Contact ASSE Customer Service at (847) 699-2929 or [customerservice@asse.org](mailto:customerservice@asse.org).

## Promoting Diversity



ASSE has formed a Diversity Committee to provide advice and guidance to the Society to:

- Encourage an inclusive and diverse membership, leadership and staff
- Promote a global culture of inclusion and cooperation
- Address diversity-related issues for the safety, health and environmental professional workforce

Please review and take advantage of the committee's resources:

- Diversity in Safety [Poster](#)
- Diversity in SH&E [PowerPoint Presentation](#)
- Diversity [Article](#)
- Diversity [Scholarship](#)

## Now Accepting Safety 2012

### Speaker Proposals

*All SPALW submissions should be sent to [ksonneson@asse.org](mailto:ksonneson@asse.org) by July 1, 2011.*

**Honoraria:** Individual speakers (one to two speakers per session) receive a full complimentary conference registration. Group/panel presenters receive a complimentary registration for the day on which they speak and a reduced rate for the balance of the conference. Travel, lodging and meal expenses are the speaker's responsibility.

**Submissions:** The subject line should read "ASSE 2012 and [Sponsoring Practice Specialty and Topic Area]." Receiving sponsorship from your practice specialty for submissions is a great membership benefit so please take advantage of it.

**Presentation Description:** Describe your presentation and specify expected learning outcomes for attendees. Indicate the session level. Levels are evaluated as follows:

**Basic:** 2 to 5 years of experience.

**Intermediate:** 6 to 10 years of experience.

**Advanced:** 10+ years of experience.

**Executive:** Executive level for senior management.

Maximum length is three pages.

**Biographical Data & References:** For each speaker, include name, address, education, current position, certifications, designations, qualifications and relevant speaking experience. List phone numbers for three references. List noteworthy publications from the past 3 years. Maximum length is three pages.

**Brochure Description:** Provide a brief description (less than 50 words) of the presentation for inclusion in marketing materials.

**Length of Presentation:** 1 or 1¼ hour (to include 15 minutes for questions).

**Multiple Submissions:** Two proposals maximum per speaker. Complete a separate application form for each submission.

**Acceptance:** Notification of acceptance will be mailed by the end of November.

**Proceedings Paper:** Speakers must submit a paper based on their presentation for the proceedings, which are provided to conference attendees. Details on preparing the proceedings paper are provided upon selection.

## Help SPALW

- Please send us your **feedback on our [website](#)**. One of our goals is to continuously improve and populate our website with available resources and training materials to assist you in serving your Latino workforce. We would love to hear from you!
- We encourage all members to contribute **ideas for articles** and any items of interest for the next SPALW Newsletter. For information or to submit content, please e-mail Wilmarie Villanueva at [wilmarie.villanueva@gmail.com](mailto:wilmarie.villanueva@gmail.com).
- **Volunteer** opportunities within SPALW will help you sharpen your existing skills, develop new skills in a risk-free environment, expand your horizons, become more motivated and energized about safety, increase your visibility within the profession, boost self-satisfaction and demonstrate workplace and leadership skills that can be documented on your resume. Please contribute in any capacity that fits into your life and set of demands. If you are interested in volunteering please [contact staff](#).

## Join SPALW

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

If you are already a SPALW member, [click here](#) to give the gift of safety.

## FREE Standard



[Join](#) the Ergonomics Practice Specialty by April 30, 2011, e-mail [ksonneson@asse.org](mailto:ksonneson@asse.org) your member number and receive a FREE electronic copy of the standard, "[Reduction of Musculoskeletal Problems in Construction](#)" (ANSI/ASSE A10.40-2007) (up to a \$69 value).

## ASSE Technical Publications

Check out the ASSE's full catalogue of technical publications at <https://www.asse.org/publications/> to see the latest SH&E books, standards and more!