

PPDC Farmworker & Clinician Work Group
Meeting Notes
May 28, 2021

Attendance

Name	Organization	Attended
Walter Alarcon	The National Institute for Occupational Safety and Health (CDC-NIOSH)	
Ruben Arroyo	California Agricultural Commissioners and Sealers Association (CACASA)	
Kaci Buhl	Oregon State University, Department of Environmental & Molecular Toxicology	
Allison Crittenden	American Farm Bureau Federation (AFBF)	X
Ricardo Davalos	Florida Department of Agriculture and Consumer Services (FDACS)	X
Africa Dórame-Avalos	Inter-Tribal Council of Arizona, Inc.	
Jeannie Economos	Farm Workers Association of Florida	X
Iris Figueroa	Farmworker Justice	
Melanie Forti Rogenhofer	Association of Farmworker Opportunity Programs (AFOP)	
Katie Karberg MD	Bayer Crop Science	X
Patsy Laird	Syngenta/ American Association of Pesticide Safety Educators (AAPSE)	X
Amy Liebman	Migrant Clinicians Network	X
Dominica Navarro	Northwest Center for Alternatives to Pesticides	X
Mily Treviño-Sauceda (Co-Chair)	Alianza Nacional de Campesinas	X
Emma Torres	Campesinos Sin Fronteras	
Jennifer Weber	Pesticide Safety Education Program (PSEP) Maricopa County Cooperative Extension The University of Arizona	X

EPA Co-Chairs: Steve Schaible and Carolyn Schroeder

Other Attendees:

EPA Office of Pesticide Programs: Aidan Black, Jennifer Park, Kelsi Grogan, Stephanie Burkhardt

May 28 PPDC WG Meeting Agenda

1. Review last meeting notes and content to finalize – 10 mins
2. Recap PPDC meeting and Farmworker & Clinician Training WG presentation – 20 mins
 - a. Brief check in on scope of charge questions—narrowed to “farmworkers”
 - b. Feedback heard:
 - 1) Who are the stakeholders being considered by the workgroup? Are any groups from the areas where farmworker populations are non-migrant dominated being considered? Are tribal groups being considered?
 - 2) There was discussion that clinician training needs to be focused on more than just treatment and diagnosis of pesticide-related illness.
 - 3) Comment that HCPs are not aware of the systems/resources in place that could help farmworkers or how to report pesticide related illness
 - 4) Suggestion to involve medical informatics to improve reporting of incidents as it might be more useful than changing medical curriculum
 - c. Identify follow-up/action items
3. Farmworker training focused discussion – 60 mins
 - a. Homework Assignment: “fishbone” diagrams to be completed before meeting
 - 1) Example problem statement: farmworker training needs to be more effective and appropriate.
 - 2) Example categories for root causes:
 - Training access
 - Training effectiveness
 - Training appropriateness
 - Evaluating training outcomes
 - b. What are the root causes of farmworker training problems?
4. Farmworker guest meeting – 10 mins
 - a. Explain EPA planning process and timeline
 - b. Solicit volunteers for planning
5. Action items /homework – 20 mins
 - a. Prep for next meeting (June 11)
 - 1) Options to consider going forward:
 - Organize breakout groups to brainstorm solutions
 - Bring solutions to June meeting
 - Plan to evaluate solutions at next meeting
 - 2) How do we work towards making recommendations?
 - b. Plan Farmworker guest meeting
 - c. Review May meeting notes, once distributed

April Meeting Notes

Checked in with group. No comments from workgroup members. Notes now final.

Recap of May PPDC meeting and Farmworker & Clinician Training WG presentation

- Brief check in on scope of charge questions
 - Subgroup for PPDC May presentation suggested charge language of the charge questions be changed from “workers” to “farmworkers”; refined charge questions circulated via email before PPDC meeting for input.
 - EPA emphasized that PRIA 4 language is broader than just “farmworker” as it covers pesticide handlers and other roles as well (i.e., worker protection activities).
 - Some workgroup members expressed that the term “farmworker” could be inclusive of pesticide handlers and that narrowing the scope is appropriate, because the many of the workgroup members represent farmworkers and/or have experience with agriculture.
 - EPA clarified that worker and handler have specific definitions in the WPS
 - defined by the tasks the person is performing
 - therefore, an employee is either a worker or a handler at any given time. Note a person could be both a worker and a handler throughout their workday, such as harvesting in the morning and applying a pesticide in the afternoon.
 - However, for discussion purposes, the group is referring to farmworkers as more inclusive (could have pesticide handling tasks assigned in addition to hand labor)
 - Overall, workgroup discussion concluded with worker replaced with farmworker, as presented at the May PPDC meeting report-out session.
- Recap of May PPDC presentation and feedback heard
 - In the presentation, workgroup members talked about the history and clarified the farmworker focus of this group.
 - There was no feedback from PPDC that provided additional input, which gave the impression that the group was on the right path.
 - Some PPDC membership comments included:
 - Clinicians do play an important part regarding recognition and management of pesticide poisoning and reporting on confirmed exposure.
 - Acknowledging the challenges with reporting
 - Electronic medical record piece came up. We need to look holistically on training. What are the systems that clinicians are working with, reporting requirements, ways to better able to navigate the systems.
 - One question was asked about stakeholders:
 - Who are the stakeholders being considered by the workgroup? Besides migrant farmworkers, are other farmworker populations being considered? Are tribal groups being considered?

- Point was made that the group intends stakeholders to include all hired farmworkers (seasonal or all-year workers).
 - There was discussion that clinician training needs to be focused on more than treatment and diagnosis of pesticide-related illness.
 - Comment that HCPs are not aware of the systems/resources in place that could help farmworkers or how to report pesticide related illness.
 - Suggestion to involve medical informatics to improve reporting of incidents as it might be more useful than changing medical curriculum.
- Identify follow-up/action items
 - Although thoughtful feedback was provided, no follow-up or action items were mentioned.
- Discussion of a comment about comprehension of labels for non-English speakers
 - A workgroup member emphasized the importance of a previous comment made by another workgroup member that came out of the PPDC presentation subgroup concerning language (Spanish, indigenous languages, etc.) and how it was not necessarily about understanding language.
 - In discussion it was mentioned that there are lots of inconsistencies and noncompliance happening in the workplace. Members shared that they have seen and heard different information about minors applying pesticides, and companies not training people who apply the chemicals. A lot of the communities and laborers are indigenous. Images are more universal than the words. There are a lot of testimonies about the kind of trainings indigenous communities have been getting (e.g., not providing training other than information on the label).
 - The piece that our group is looking at is how the PRIA funds are being used on training and pesticide education. Are we getting the resources we need? Are trainings effective? Are we reaching the target population? Are the funds going to the right place?
 - It was pointed out that literacy levels vary: farmworkers have an average education around the 8th grade. There are pesticide handlers who need the label in language they understand, (e.g., widespread need in Puerto Rico).
 - It was clarified that beyond feedback on how EPA dollars are being spent, EPA wants feedback on how you determine what is effective and appropriate. Coming up with a measurement on how to gauge effectiveness and appropriateness would be helpful for EPA.
 - It was emphasized that it would be helpful to get some metrics.
 - The difficulty of figuring out effectiveness was discussed, and an example was given of a project called PISCA (FL and GA), which compared it to the EPA training pre and post-test after 3 months.
 - Incorporating an evaluation component and learning from studies (such as a 5-year study by NIOSH) to find indicators that tell us about effectiveness and impact was recommended.

Farmworker training focused discussion

- Workgroup members identified problems with farmworkers trainings and discussed potential solutions.
- Several workgroup members expressed that some materials and resources produced by EPA-funded grants are not as effective as they could be.
 - One reason that was discussed was the lack of cultural context
 - Farmworkers are a population where cultural context is important
 - Buy-in from the community is important and requires more culturally specific materials.
 - Grassroots groups, local communities have expertise and are effective and have established trust.
 - PRIA funding needs to make sure materials development incorporate/collaboration grassroots organizations.
- Several workgroup members brought up the need for farmworker trainings to be more engaging and interactive.
 - It was mentioned that trainings are not ensuring engagement with participants and that real situations are more engaging.
 - It was pointed out that people learn by their own knowledge, so it is important to consider farmworkers' personal experiences.
 - A study on the effectiveness of video trainings was mentioned.
 - Improving train-the-trainer programs was mentioned as a potential solution.
- Lack of trust, specifically for trainers, was discussed as a cause for ineffective trainings.
 - Engaging grassroots organizations was brought up as a potential solution.
 - Theatrical skits were mentioned as an approach used by grassroots organizations – many people do not want to share personal experiences, because someone might say something to the company, so theatrical skits could help answer questions about the skit and not necessarily about themselves. Builds trust.
 - Post-evaluation was also mentioned as an effective way to understand if people have retained knowledge or not and it's not always done.
- Workgroup members expressed that employers are not buying into the importance of trainings
 - Some trainers just have farmworkers sign that they were trained by have not been.
 - Only seemingly concerned about appearing compliant.
 - Need to encourage employers to do more effective trainings, not just to be minimally in compliance.
 - It was discussed how best to pass along the message to employers, owners, labor contractors the importance of providing effective training.
 - Employers understand the cost/loss of productivity of having employees out because of pesticide exposure.
 - Suggestion to present reasons to employers that take their perspective into account.

- Lack of enforcement of WPS requirements related to farmworker training was also discussed.
 - Workgroup members questioned how effective enforcement agencies are.

Farmworker guest meeting planning

- EPA reviewed the translation service options to help with their planning
 - Would need a month to organize and facilitate organizing the meeting, to line up translation services.
 - Timing of the meeting could be after June 11 meeting.
- EPA asked what the workgroup to consider what they would like to accomplish at that meeting with guests
 - Listen to testimonies?
 - Ask questions to experts and/or farmworkers?
 - Discuss solutions?
 - Receive feedback on the recommendations this group comes up with?
- Workgroup members decided to solicit volunteers for subgroup that would do planning.
 - Agenda setting, who to invite, availability to attend virtual meeting in the next month or two.
 - Will also consider whether the guest meeting will focus on farmworker training and/or healthcare provider training.

Action items/homework

- Prep for next meeting (June 11)
 - Subgroup for farmworker training will meet next week and put recommendations into one document for everyone to see and bring to June meeting
 - EPA to send email with draft file and post link in TEAMS channel
 - Plan to evaluate solutions at next meeting and work towards making recommendations.
- Subgroup volunteers to meet to begin planning for farmworker guest meeting