

Work-Life Challenges and Integration in the Context of COVID

Sponsored by the [Oregon Institute of Occupational Health Sciences](#), [Oregon Healthy Workforce Center](#) and [Portland State University Occupational Health Psychology Program](#).

November 19, 2021 via WebEx

Agenda and Biographies

(All attendees will be asked to not share their video and to mute through the session).

9:00 – 9:15 Welcome and Logistics

Leslie Hammer, Ph.D.

Professor, Oregon Institute of Occupational Health Sciences; Co-Director, Oregon Healthy Workforce Center, Oregon Health & Science University (OHSU)
Associate Director, Portland State University, Occupational Health Psychology Program

9:15 – 10:00 Keynote: Creating an Equitable Workplace for Today's Workers to Thrive

Jody Thompson

Culture Rx

Jody Thompson is the Founding Principal of CultureRx®, headquartered in Minneapolis, MN. Thompson is an engaging domestic and international keynote presenter on the future workplace and has been featured on the covers of BusinessWeek, Workforce Management Magazine, HR Magazine, and HR Executive Magazine, as well as in the New York Times, TIME Magazine, USA Today, and on Good Morning America, CNBC, MSNBC and CNN and The New Yorker. She has co-authored two best-selling books on the modern workplace and contemporary management principles, Why Work Sucks and How to Fix It and Why Managing Sucks and How to Fix It. Jody works with select organizations to bring them to a state of sustainable high performance. For the past 15 years she has personally facilitated the change management communication and training process in organizations across multiple industries with a variety of roles, including retail, manufacturing, government, professional services, and education in both the private and public sectors. Her clients consistently see increases in productivity, employee engagement, client satisfaction, and the ability to attract the best talent from all generations.

10:00 – 10:45 Designing Flexible Work to Create a Just Economy for Black and Latinx Women

Charlice Hurst, Ph.D.

Assistant Professor, Management & Organization, Mendoza College of Business

Charlice Hurst is an assistant professor at the University of Notre Dame's Mendoza College of Business. Dr. Hurst teaches social entrepreneurship and social innovation. Her current research focuses on how to build an equitable workplace in the context of rapid changes to the economy and workplace. She is also a co-developer of the Just Wage Framework & Tool, which consists of a set of seven criteria for determining the justness of a wage. The tool and framework are designed to encourage robust, cross-sector conversations about what truly constitutes a fair wage and how to extend fair wages to all workers

10:45 – 11:00 Break

11:00 – 11:45 Work-Family Management and Remote Work in the Time of COVID-19

Kristen Shockley, Ph.D.

Associate Professor of Psychology, University of Georgia

Kristen Shockley is an Associate Professor of Industrial/Organizational Psychology at the University of Georgia. Her main area of research focuses on understanding the intersection of employees' work and family lives, with a focus on flexible work arrangements and dual-earner couples. Her work has been published in several books and journals, such as Journal of Applied Psychology, Personnel Psychology, and the Journal of Management. She currently serves as an Associate Editor at Journal of Applied Psychology and the Journal of Business and Psychology.

11:45 – 12:15 Lunch/Break on your own

12:15 – 1:00 Supporting Low-Wage, Essential Workers' Nonwork Life in the Context of COVID-19

Tori Crain, Ph.D.

Assistant Professor, Psychology Department, Portland State University

Dr. Tori Crain is an Assistant Professor of Applied Psychology at Portland State University. Her research is focused on the diverse work-nonwork experiences of under-represented and vulnerable workers, especially in industries and occupations that are high risk, where health and safety protections are less common, and where discriminatory practices are often at play. She has worked with a variety of union and industry partners, including construction, healthcare, manufacturing, and the gig economy, with the goal of increasing support and equity for workers and their families.

**1:00 – 2:00 Panel Discussion – Mandatory Essential Work, Fairness and Compensation
Facilitated by Dede Montgomery, MS, CIH**

Senior Research Associate, Outreach and Education, Oregon Institute of Occupational Health Sciences, Oregon Healthy Workforce Center

Panelists

Steven Hecker, MS

Safety and Health Researcher and Educator

Steven Hecker retired from a 35-year career as an occupational safety and health educator and researcher. He directed OSH programs at the UO Labor Education and Research Center from 1983-2006 and from 2006-2012 managed Continuing Education programs for the Northwest Center for Occupational Health and Safety, the NIOSH ERC for Region 10, at the UW School of Public Health. He has published research on construction ergonomics and safety management, flight attendant health, safety and health training effectiveness, and global standards for OSH. His current interests include the intersection of labor rights and worker health and safety. Hecker has a master's degree in industrial hygiene from the University of Washington.

Nargess Shadbeh, JD

Director, Farmworker Program, Oregon Law Center

Nargess Shadbeh has dedicated her legal career to serving migrant and seasonal farmworkers. She has been the Director of the Farmworker Program at the Oregon Law Center since 2002, where her areas of focus include employment law, economic development, and community education. In addition to directing litigation and outreach efforts, Shadbeh has two projects focused on the unique vulnerabilities of farmworkers from indigenous Mexican and Central American backgrounds, serving as Principal

Investigator for an NIH-funded study to develop effective training methods for reducing pesticide exposure and as Project Director for the Project Against Workplace Sexual Assault of Indigenous Farmworkers. Both projects applied the principles of Community Based Participatory Research to gather data about indigenous farmworkers' experiences, health concerns, and the barriers they face in accessing medical, legal, and social services, and to develop culturally appropriate strategies to address these workers' needs. As example of the work product, with guidance from the workers themselves, the Project Against Sexual Assault has developed a promotores (peer health educator) program, a health care interpreter training program, educational indigenous-language audio recordings, and a model protocol for health clinics to use to screen and treat indigenous patients who may have experienced sexual assault.

Shadbeh helped found the Farmworker Housing Development Corporation, which has created safe and healthy affordable housing for farmworkers in Oregon's Willamette Valley. For her work on the Oregon Supreme Court Task Force on Racial/Ethnic Issues in the Judicial System, Shadbeh was awarded the ACLU's Civil Liberties Award and the Mercedes Deiz Award for an outstanding contribution to minorities in the profession and community. She has also received the Harvard Law School Wasserstein Fellowship for lawyers who have distinguished themselves in public interest work and Women Leadership Award from Hatfield School of Government at Portland State University. During the past 19 months Shadbeh has co-lead multiple regulatory efforts to improve the workplace and housing setting for migrant and seasonal agricultural workers with a focus on improved ventilation, lowered density, and improved access to information and equipment.

Kate Suisman, JD

Coordinator of Campaigns and Alliances, Northwest Workers' Justice Project

Kate Suisman is an attorney at the Northwest Workers' Justice Project in Portland, Oregon, where she represents low-wage workers in employment disputes including wage theft, discrimination and retaliation. She also coordinates two policy coalitions: the Oregon Coalition to Stop Wage Theft and Safe Jobs Oregon which focuses on worker safety. Before joining the Northwest Workers Justice Project, she worked to fight wage theft within the day labor community at the VOZ Workers' Rights Education Project in Portland. Kate has also served as a law clerk in a trial court in Manhattan and Chief of Staff to a New York City Council member. Kate has a BA in Spanish Literature from Reed College and a JD from the City University of New York's Public Interest Law School.

2:00 – 2:30

Discussion, Questions and Recap
Facilitator, Leslie Hammer, Ph.D.

Professor, Oregon Institute of Occupational Health Sciences; Co-Director, Oregon Healthy Workforce Center
Presenters, panelists and attendees