



**CDC Foundation**  
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# **CDCF COVID-19 Health Equity Toolkit for Food Industry Workers**

## Background.

With a global case count in the millions and stay-at-home orders that left many – but not all – living socially-distant lives, COVID-19 has put unprecedented focus on how much our nation relies on and puts at risk our [31 million essential frontline workers, including those in the food industry](#). Black, Hispanic/Latino, and non-US born individuals from Asian/Pacific Islander (API) communities comprise a disproportionate 49% of food industry workers – an [occupation with higher risk of COVID-19 exposure](#) – and bear the heaviest burden of COVID-19 infection, limited testing access, illness, and death rates. These groups don't have the luxury of stable jobs that can be done from home by videoconference. To make ends meet, they may need to do multiple jobs, at riskier workplaces, often while managing the needs of kids whose schools are closed. If they are unfortunate enough to get sick, they are less likely to have access to quality care. As a result, Black individuals are [two times more likely](#) to die from COVID-19 relative to other groups, Hispanic/Latino individuals contract and die from COVID-19 at [disproportionate rates in 42 states](#), and Asian/Pacific Islanders have hospitalization rates that are [1.3x higher than other groups](#).



This stark data underscored the need for the CDC Foundation to **discover insights** to understand the knowledge, attitudes, PPE access and environmental challenges of Black, LatinX, and Asian Pacific Islander essential food workers and use these insights to **develop a COVID-19 Health Equity Toolkit** that provides culturally relevant, **public health guidance** tailored to effectively meet the unique needs of these food workers navigating COVID-19.

## Purpose.

Now that COVID-19 vaccines are available to all people living in the United States over the age of 16, we need your help with **rapidly releasing** a health toolkit that **encourages vaccinations** and **re-emphasizes the importance** of continuing to follow safety recommendations, especially since research revealed a decline in adherence to safety recommendations due to on-going COVID-19 fatigue. The ultimate goal of this toolkit is to reach the intended audience with the products provided and raise awareness to help individuals better protect themselves from COVID-19.

The CDCF has created several promotional materials, including digital / physical infographics and handouts to promote this critical COVID-19 related safety information and encourage individuals to protect themselves, their loved ones, and their communities from the virus.

# Vaccine Guidance Infographic 1



# Save lives. Get vaccinated today.

Protect yourself with a COVID-19 vaccination.



## Get a COVID-19 vaccine today!

The pandemic has affected everyone, but essential workers are at the highest risk level—as they could be easily exposed to COVID-19 every day at work. COVID-19 vaccinations are one way to help people be safe again.

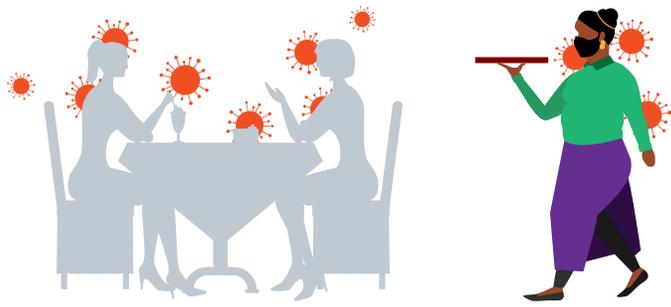


COVID-19 vaccines are now free for all people living in the United States, regardless of a person’s immigration status, and including those who do not have health insurance.



## Protect your loved ones and communities.

Vaccines can help us get back to the moments we miss most, like hugging a grandparent or attending a sporting event. The sooner more people receive a COVID-19 vaccine, the sooner we can keep our loved ones and those who are most likely to get sick in our communities safe.



COVID-19 is affecting everyone, but research shows that Black/African Americans, Hispanic/Latino, and Asian American and other Pacific Islander individuals have been affected the most by the virus.



## Feel confident and safe when you make the choice to get vaccinated.

Getting a COVID-19 vaccine is one of the best ways to keep you and your family safe. People who have been fully vaccinated can begin to do activities that they had stopped doing because of the pandemic. Each person that decides to get a COVID-19 vaccine is helping us get back to a life of safety.

The COVID-19 vaccines were created and tested on tens of thousands of people from different races and will keep you safe by helping your body fight COVID-19. The sooner you get vaccinated, the sooner you are protected!

Protect yourself by getting a COVID-19 vaccine today!



YOUR LOGO HERE

# Vaccine Guidance Infographic 2



# COVID-19 vaccines are free! Create a vaccination plan today.



COVID-19 vaccines are now free for all people living in the United States, regardless of a person's immigration status, and including those who do not have health insurance.



Many states now offer COVID-19 vaccines in many locations, making it easier for more people to get vaccinated. Registration for a vaccine may vary based on your city or state.



The sooner you get a vaccine, the sooner you can protect yourself and your loved ones. Take action by finding a vaccine location near you and scheduling an appointment today!

## After you schedule your vaccination appointment, make an action plan for you and/or your family!

### MY VACCINE ACTION PLAN

My first vaccine date is:      Date:       Time:

My second vaccine date is:      Date:       Time:

If applicable

Location:

I will get to my vaccine appointment by:

Travel Plan

I am getting vaccinated because:

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# Many locations are now offering COVID-19 vaccines.

## Mobile Site

If it is difficult for you to travel, mobile sites offer vaccines closer to where people work and live.

## Pharmacy

You may prefer to get a vaccine at a local pharmacy or drug store that is close to you. Call your pharmacy to see if they currently have COVID-19 vaccines.

## Doctor's Office

You may choose to get a vaccine from your doctor. If you do not have access to a doctor, check to see if there are other locations in your community with COVID-19 vaccines.

## Hospital

You may choose to get a vaccine at the hospital that is close to you. If you do not have a hospital near you, call your local public health department to learn more.

## Urgent Care

Many urgent care locations are now offering vaccines in local communities. If you have an urgent care near you, check to see if they have COVID-19 vaccines.

## Community Health Center

Community health centers are a great option to get a vaccine. Call your local public health department to learn more.

## Local Public Health Department

Local public health departments are currently offering vaccines in communities. Call your local public health department to learn more.



# **Keep Food Businesses Safe Infographic**



# COVID-19 safety tips for food business managers



## 1. Encourage customers to wear a mask.

**Workers may be following safety protocols, but customers may not be.**

- Train all employees to use the script on page 3.
- Emphasize that an employee's role is to request and/or encourage compliance. Make it clear that employees are not expected to enforce face-covering requirements.
- Place a trained employee at the door to ask customers to wear a mask upon entry.
- Create a support plan that prepares managers to step in and help in situations where customers refuse to wear a mask or respond aggressively.



## 2. Encourage workers to get vaccinated.

**A vaccinated workforce will minimize costly staffing disruptions.**

Set aside five minutes for the following:

- To introduce workers to the key facts about COVID-19 vaccines, direct them to the following Centers for Disease Control and Prevention (CDC) website: (<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/faq.html>).
- Tell workers that the vaccine is free of charge to all people living in the United States, regardless of their immigration or health insurance status; receiving this public service will not hurt or affect eligibility for US citizenship.
- Consider offering workers two to four hours of paid time off to get the vaccine. This approach is more affordable than paying for sick leave or losing an employee for 10 to 14 days due to COVID-19–related illness. It will also allow you to have a healthy team and build morale.
- Share the addresses and phone numbers of nearby vaccination locations.

This guidance applies to organizations that choose to continue to require mask wearing. According to the CDC, effective as of May 13, 2021, fully vaccinated people no longer need to wear a mask or physically distance in any setting, except where required by federal, state, local, tribal, or territorial laws, rules, and regulations. For instance, masks are still required on planes, buses, trains, and other forms of public transportation.



# COVID-19 safety tips for food business managers

## 3. Encourage social distancing in noncustomer-facing spaces.

**Keeping your staff healthy starts with the spaces where your staff work or socialize together, such as kitchens, break rooms, and warehouses.**

- Modify or adjust furniture and workstations to maintain social distancing.
- Place tape on the floors to ensure individuals assigned to kitchen workstations can socially distance.
- Reduce the number of employees in kitchens, break rooms, warehouses, etc., by extending and staggering shifts, start times, and break times as feasible.
- Remove high-touch communal items, such as coffee pots and bulk snacks, from break rooms, kitchens, warehouses, locker rooms, etc.
- If possible, close break rooms and locker rooms. If it's not possible, stagger use, require mask wearing, clean and disinfect between use, and enable social distancing by adjusting space or removing chairs.

## 4. Encourage employees to follow cleaning protocols.

**Follow CDC-recommended cleaning and sanitation protocols to protect against COVID-19 and make customers and employees feel safe.**

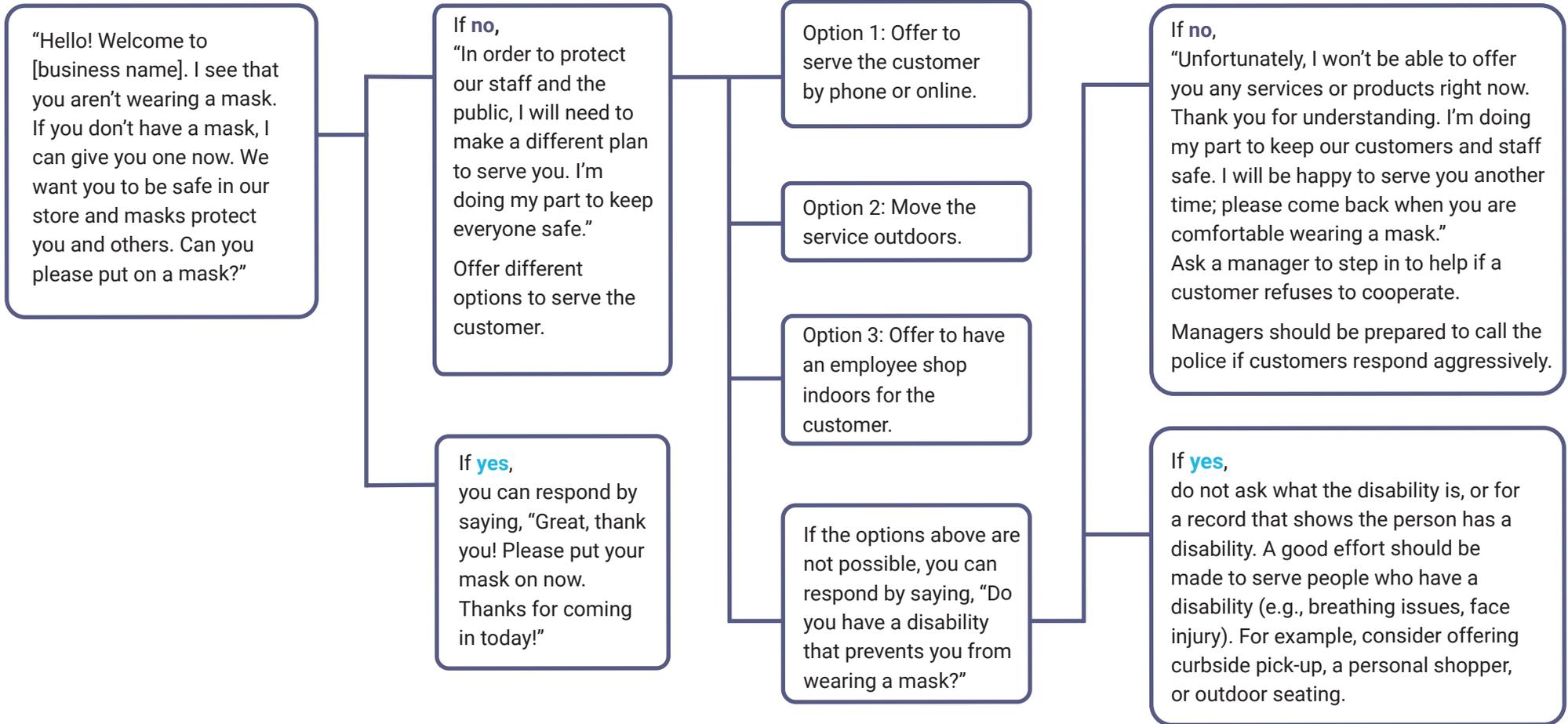
- COVID-19 is an illness that spreads through the air and through personal contact with surfaces and infected people—it is recommended to clean and disinfect high-contact surfaces.
- Cleaning removes dirt from surfaces to allow for more effective disinfection. Disinfection uses chemicals to kill COVID-19 germs and works better on an already cleaned surface.
- Follow current CDC COVID-19 guidelines on cleaning and disinfecting routines (<https://www.cdc.gov/coronavirus/2019-ncov/community/clean-disinfect/index.html>).
- Create a cleaning routine and train employees to complete it every day.
- Regularly clean and disinfect all surfaces that are frequently touched by multiple people, such as door handles, desks, light switches, faucets, toilets, workstations, telephones, handrails, keyboards, printer/copiers, and drinking fountains.
- Encourage employees to wash their hands regularly using soap and water for at least 20 seconds.

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# Sample script for employees to ask customers to wear a mask

## START



This guidance applies to organizations that choose to continue to require mask wearing. According to the CDC, effective as of May 13, 2021, fully vaccinated people no longer need to wear a mask or physically distance in any setting, except where required by federal, state, local, tribal, or territorial laws, rules, and regulations. For instance, masks are still required on planes, buses, trains, and other forms of public transportation.

# COVID-19 Safety Assessment

# ARE YOU PROTECTING YOURSELF FROM COVID-19?

## TAKE THE QUIZ

### HOW ARE YOU KEEPING YOURSELF SAFE FROM COVID-19?

Mark the actions you take daily to protect your health, your home, and your community.

#### Actions You Take to Protect Your Personal Health

- I have a plan to get vaccinated.
- I wear a mask that covers both my nose and mouth.
- I stay at least six feet away from other people at work and in public places.
- I stay at home and away from others if I am feeling symptoms such as fever, headache, or loss of taste and smell.
- I avoid touching my eyes, nose, and mouth with unwashed hands.
- I use my elbow or arm to cover coughs and sneezes.



#### Actions You Take to Protect Your Home and Community

- I help make sure high-touch surfaces, such as door handles and countertops, in our home are clean.
- I help think about how to isolate people in the house who have COVID-19 symptoms.
- I don't go to social activities where people are not wearing masks and I encourage others to do the same.

## SCORING

You're finished! Count how many checkmarks are on your list.

**If you have 7–10 checks:** You are a COVID-19 safety champion! Read the COVID-19 safety tips below for more information.

**If you have 3–6 checks:** You are on the way to becoming a COVID-19 safety champion! Read the COVID-19 safety tips below to learn how to earn more checks.

**If you have 0–2 checks:** Read the COVID-19 safety tips below to improve your score. These tips will help keep you and those around you safe!

## COVID-19 SAFETY TIPS

Missing a check? Follow these steps and take action to protect your health at home and in your community.

#### Vaccines:

Vaccines may be available at pharmacies, community centers, or community vaccination sites.

#### Coughing and sneezing:

Cough or sneeze into your elbow, arm, or in a tissue, then wash your hands.

#### Wear your mask correctly:

Put your mask on over your nose and mouth with clean hands. Secure it under your chin.

#### To keep your home clean:

Wear gloves when cleaning. Clean surfaces using soap and water, then use a disinfectant.

#### Social distancing:

Stay at least six feet away from people who don't live with you.

#### Living with high-risk people:

If your home includes someone with a health issue or elderly family, all household members should practice COVID-19 safety practices.

#### To monitor your health:

Be alert for symptoms like fever, headache, and loss of taste or smell. If you think you may be sick, use the [CDC COVID-19 Self Checker](#).

#### When someone is sick with COVID-19 in your home:

If possible, have the person use a separate bedroom and bathroom. If you share a space, open windows to allow more air to flow.

#### Proper handwashing:

Wet your hands, add soap, lather your hands, scrub for at least 20 seconds, then rinse and dry.

#### When thinking about social activities:

Consider how many people will be there, if they will wear masks, and if you can social distance.

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# **How to Speak Up and Stay Safe Infographic**

Are you concerned about getting COVID-19 while at work?

Do you think your workplace leaders could do more to protect you at work?

Do you want to report a safety concern but are afraid it may put your job at risk?



## HOW YOU CAN USE YOUR VOICE:

1

### You have the right to a safe workplace.

- The Occupational Safety and Health Act (OSHA)\* provides you with the right to file a complaint if your workplace is not safe. Remember, you have the right to a safe and healthy workplace.
- Filing a complaint is brave. Your complaint will be taken seriously.

*\*OSHA is a government agency that sets and carries out the rules for safety in the workplace.*

2

### You can file a complaint by calling the OSHA Complaint Desk.

- Call 800 321 6742 to report that you don't feel safe at work.
- You can file your complaint without saying your name, so you can feel safe using your voice.

3

### OSHA reviews each complaint.

- OSHA will review your complaint and decide the next steps.
- Next steps might include an off-site investigation or an on-site inspection of your workplace.
- You can give your name, but you do not have to. You can file a complaint without anyone knowing you filed it.

OSHA call centers are not open 24 hours a day. Calling during regular business hours is recommended. If that isn't possible, you can leave a message for an OSHA representative to call back. Representatives can help you in Spanish and English. (Tip: If you are not comfortable speaking in English or Spanish, have a family member or friend help you complete the call.)

# Mental Health Matters Infographic

Many essential workers at grocery stores, restaurants, and convenience stores have to work with customers while feeling stress and anxiety during these challenging times. If you are feeling stressed or anxious, it's important to learn how to care for your mental health.



## 1 Check for these symptoms

- Extra worrying, fear, or stress
- Feeling sad or low
- Confused thinking or problems focusing
- Changes in sleeping habits or feeling tired
- Changes in eating habits, such as increased hunger or lack of appetite
- Overuse of substances like alcohol or drugs
- Headaches, stomachaches, joint aches
- Difficulty completing daily activities and handling daily problems

## 2 Fighting fear with fact

**FEAR:** If I have a mental health issue, it's because I have poor health or because I am weak.

**FACT:** It's normal to need mental health support. One in four adults have a mental health illness; racism and stress often make mental health issues worse.

**FEAR:** I will be judged for my mental health issue.

**FACT:** Taking care of mental health is just as important as taking care of physical health. We brush our teeth; mental health care is like "brushing our brains."

**FEAR:** I delay getting care for myself because I need to take care of others.

**FACT:** It takes an average of 11 years for people to get the mental health care they need. Getting help sooner allows you to take better care of both yourself and others.

## 3 Get the support you need

Pandemics are stressful times; it's common to feel worried, afraid, sad, or angry. Get the help you need. Visit the How Right Now website ([howrightnow.org](https://www.howrightnow.org)) to find ways to deal with COVID-19–related stress.