

Greater Lawndale Lotería: an evidence-informed, historically grounded and worker justice themed card game to promote awareness of precarious work at the neighborhood level

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Background

The Greater Lawndale Healthy Work (GLHW) Project is a community-based research project in two diverse Chicago communities (North Lawndale and Little Village together forming Greater Lawndale) that examines work as a social determinant of health at the neighborhood-level. The goal is to establish a community-driven culture of occupational health that may move people from “unhealthy” work to healthy work^{1,2}.

Residents of Greater Lawndale are predominantly Black and Latinx and are often, vulnerable to or already engage in precarious and “unhealthy” work situations, as structural racism has led to the clustering of these types of work opportunities in Black and Latinx neighborhoods³. Precarious work is characterized as work that is unstable, has irregular hours or pay, has low wages, without benefits, and/or the inability to speak freely with employers. When these types of jobs are common among residents, the norm of precarious work can perpetuate the status quo.

Greater Lawndale Lotería is an intervention on the GLHW Project developed with our community partners in Greater Lawndale. Through a culturally relevant game with art and narratives that describe the precarious nature of work, valuable contributions that workers provide in the workplace and community, findings from our research and history about the labor movement in Chicago, and a know-your-rights component about laws affecting workers, Greater Lawndale Lotería aims to inform critical dialogue and challenge knowledge, attitudes, and beliefs (KAB) related to work and its impact on health with community stakeholders.

Aims

- Greater Lawndale Lotería’s:
- Long-term goal is to promote the recognition of healthy work as a social justice priority in Greater Lawndale
 - Short-term goal is to inform critical dialogue and challenge knowledge, attitudes, and beliefs related to work and health in Greater Lawndale among key stakeholder in the community such as workers, youth, community members, faith leaders, and business owners

Methods

- Collaboratively develop a culturally relevant game that reflects common jobs in Greater Lawndale and significant community spaces
- Develop 54 original narratives with labor rights researcher and our community partners, leveraging findings from GLHW mixed methods community health assessment and existing historical information
- Develop a mixed-methods evaluation tool to measure the impact of Greater Lawndale Lotería on people’s knowledge, attitudes and beliefs (KAB), and future action steps after playing the game
- Produce a dissemination plan and identify key community stakeholder groups
 - Stakeholders to play Greater Lawndale Lotería
 - Projection of cards and narratives in community spaces
- Pilot Greater Lawndale Lotería with graduate students enrolled in CHSC 584 at UIC’s SPH (n=22)

Preliminary Insights

Table 1: Final Materials Developed

Game Components	54 original card illustrations designed by a North Lawndale artist
	54 original narratives to accompany each card authored by labor rights researcher
	20 playing boards
	1 instructional and informational booklet graphically designed by Little Village artist
Mixed Methods Evaluation Tool	Quantitative: 9-item Likert scale survey assessing participant knowledge, attitudes and beliefs after playing (only after playing Greater Lawndale Lotería)
	Qualitative: Discussion-based Head, Heart and Feet (HHF) exercise to promote conversation among stakeholder group (after playing Greater Lawndale Lotería AND projection events)

*Note: all materials were developed in both English and Spanish

Table 2: Piloting Evaluation Results - QUANT

Survey Item	Results (strongly agree, agree, disagree, strongly disagree)
I can tell you something new about healthy work in GL.	95% strongly agreed or agreed
I can tell you about different jobs that workers in GL engage in.	90% strongly agreed
I can tell you about workers’ rights in the workplace.	59.06% agreed; 31.82% disagreed
I can tell you about different community efforts I could join.	64% strongly agreed or agreed; 37% disagreed
I can tell you about how historical events impact current work situations in GL.	100% strongly agreed or agreed
Only answer if you are a GL resident, if not skip to question 7. Greater Lawndale Lotería represents jobs I am familiar with.	n/a to students
People have the power to mobilize for change in the workplace and community.	77% strongly agreed; 22.3% agreed
Which of the following best describes the job/contract that paid you the most in the last 2 years (if you are not currently working, please think about your most recent job)[select all that apply]	Majority of Respondents: 37% Permanent full time; 37% Permanent part-time; 14% temporary or short-term contract
If self-employed [select all that apply]	Sell my own products that I produce (n=2); I am an independent contractor (n=1)

Table 3: Piloting HHF Results - QUAL

Coded responses	
Head: I learned...	Labor history, precarious work situations, community organizing, organizing efforts to improve work, history of community organizing, how to get involved, precarious work, ongoing efforts, resources in the community, workplace hazards, progress, GL history
Heart: I felt...	Proud, hopeful, sad, frustrated, overwhelmed, anger, relatable, confused, disappointed, empathetic, in solidarity, helpless, guilty, appreciative, engaged, had fun,
Feet: I look forward to...	Learning more, find ways to get involved, educating others on healthy/precarious work, supporting movements, supporting healthy businesses, future of GLHW Project, seeing murals in the community, better understand work and health, contributing to community, seeing improvements

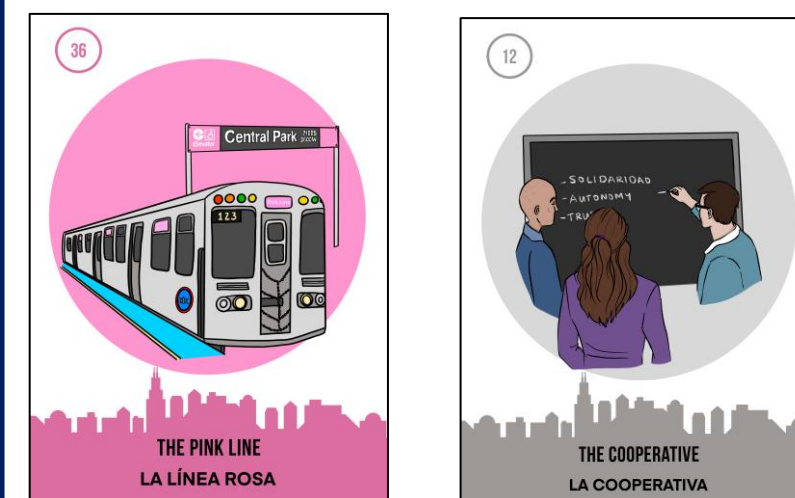


Figure 1: Greater Lawndale Loteria logo (top left), playing board (top right), & example cards (bottom left, bottom right)

Figure 2: Example of playing card & accompanying narrative



Janitors keep buildings clean and orderly. Despite their essential work, many janitors have minimal Personal Protective Equipment (PPE) and are routinely exposed to contaminants and biological agents as well as toxic cleaning supplies. As compensation, janitors typically earn low pay with few to no benefits, on top of unpredictable work hours and schedules and no job security.

The Service Employees International Union (SEIU) Local 1 unites 50,000 working people throughout the Midwest including janitors, security officers, higher education faculty, school custodians, food service workers and more. Local 1 is the founding SEIU local and was started in Chicago in 1904 by residential maintenance workers.

Throughout this long history, their members have fought to raise and maintain standards for janitors, security officers and other property service workers.

Conclusion

- Greater Lawndale Lotería is still **in progress**, and in its **final stages of development**. The game has not yet been played with key community stakeholder groups identified due to the COVID-19 pandemic and hesitancy around group gatherings. Two projection events have been conducted but findings are still being analyzed.
 - **Piloting in CHSC 584:** Evaluation results suggest that the intervention is likely to be effective in shifting KAB around how work impacts health in GL. The quantitative assessment demonstrated that in all survey items, participants responded favorably in items assessing knowledge and beliefs. However, we ran into limitations to assess attitudes in item 6 since students were not from GL. In the qualitative assessment, students engaged in dialogue to reflect after playing (Table 3). Graduate students were eager to learn more, find ways to get involved, and overall being more conscious about precarious work situations and their role as a consumer. This suggests that Greater Lawndale Lotería could drive people to become more involved in the worker-justice movement and continue to shift KAB around precarious work.
 - Although not our intended audience, graduate students suggested that they are relevant stakeholder group and suggested the game be played with academics to shift their KAB
 - Other stakeholder groups may include policymakers, consumers, families of workers, and youth going into the workforce or currently in the workforce
- In the future, we want to have an online version of Greater Lawndale Lotería so that others can print and play among family, friends, or other groups. We hope that Greater Lawndale Lotería will be played among wide audiences, even outside of Chicago, as precarious, unhealthy work environments are not uncommon nationwide.

Next Steps

- Finalize all materials
- Pilot Greater Lawndale Lotería with stakeholder groups
- Continue projections of artwork and narratives
- Document development process for replicability purposes
- Upload printable version onto our website for public dissemination
- Print posters, postcards, and/or art exhibition of cards and narratives for further dissemination

References

¹ Velonis, Hebert-Beirne, J., Conroy, L. M., Hernandez, M., Castañeda, D., & Forst, L. (2020). Impact of precarious work on neighborhood health: Concept mapping by a community/academic partnership. *American Journal of Industrial Medicine*, 63(1), 23–35. <https://doi.org/10.1002/ajim.23055>

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³ Forst, L., Chin, B., Madigan, D., & Friedman, L. (2018). Predicting occupational injuries at the community level

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