

WINTER 2017 NEWSLETTER

In This Issue

Letter from the Chair

The Purdue Identities Project (PIP)

GOHWP at the United Nations
Commission for Social Development

More on Project GLOW

Humanitarian Work Psychology and
Occupational Health Psychology:
Two Sides of the Same Coin?

Letter from the Chair **Laura Sywulak**

Happy New Year!

First, thank you to all of our members who voted in the board election. We had a record rate of participation with almost half of our membership casting their ballots! I am honored to have been elected Chair and want to thank Dr. Ashley Hoffman for her guidance and mentorship during the transition.



In the coming year, the board will continue to focus on maximizing the value of membership in GOHWP. To that end, we have several exciting initiatives in the works. First our student

representative, Emmanuel Ashitey, and new board member Morrie Mullins, are developing a guide for students and faculty who would like to initiate a local chapter of GOHWP in their university so that we can build local communities committed to humanitarian work psychology. We are also in the process of officially registering the organization in 2017 so that GOHWP can continue to grow and evolve.

In addition to these new initiatives, we will continue to share the latest happenings in the world of HWP on the blog, Facebook, and Twitter. We have also had more and more members using the member profiles on the website to find information and connect with other members around the world! (For more information about profiles or how to set them up, email info@gohwp.org and someone will assist you.) Board member Drew Mallory completely revamped our website, making it easier than ever to navigate so make sure to check it out if you have not already!

Be on the lookout for information about our 2017 All Members Meetings which will be held at the SIOP conference in Orlando this April. We will also be sending out another member satisfaction survey in the coming months so we can continue to add the information and resources you need.

I look forward to all that we have planned in 2017! As always, if you have questions,

comments, or want to help, we want to hear from you! You can reach me directly at chair@gohwp.org.

THE PURDUE IDENTITIES PROJECT

Over the next year, GOHWP is highlighting the research and implementation efforts of members working to take the science and practice of HWP to the world. This issue, we'd like to introduce you to the Purdue Identities Project (PIP), co-led by two GOHWP members at Purdue—Drew Mallory and Deborah Rupp. If you'd like to highlight your own ongoing projects, please contact us at info@gohwp.org.

What happens when you have to hide a part of who you are? Individuals who feel the need to conceal parts of their identities often do worse at work, school, and life compared to those others. However, an open and inclusive environment can reverse these effects. The Purdue Identities Project (PIP) is using evidence-supported findings from diversity and identity management at work to strengthen the safety and diversity climates at the university.

PIP is an initiative founded to ensure all students, faculty, and staff are welcomed at Purdue University by increasing awareness, training, and resources for those with minority identities. The Purdue Identities Project (PIP) is one of nine funded projects at Purdue focused on increasing and retaining diversity on campus. PIP is a broad inclusion initiative geared at increasing awareness and resources—especially for diverse individuals who may not be public with all of their minority identities.

With a special focus on hidden diversity and invisible identities - identities that might not be

known until they are disclosed - PIP is helping to promote a campus climate where everyone feels included, safe, and acknowledged, whether or not their identities are known to others.

PIP's three activity branches include:

1. [Educational and training curriculum development](#)

PIP worked closely with faculty and other staff to develop curriculum modules that can be used within current diversity, inclusion, and ethics classes, in training courses, or developed into new stand-alone classes. The materials will shortly become available on the website for distribution.

2. [Campus resource assessment and development](#)

Especially for individuals without access to identity advocacy groups, getting help can be very difficult. PIP has assessed the campus community to determine the spread of resources available to student, staff, and faculty in regards to identity-related issues. Soon, the campus will have access to a searchable database that will connect users to the various offices, individuals, or organizations across Purdue that can handle any of the many issues encountered while at Purdue. From depression, to rent problems, to issues with a supervisor, PIP's resource database will connect the campus to updated information to meet a variety of needs.

3. [Video and media awareness campaigns](#)

Branded "[Boiler Identities](#)", this print and media campaign is designed to bring to light the often hidden diversity of Purdue's campus. The campaign will also highlight the new PIP resources and [PIP-certified](#) organizations across campus.

Check out this [interview](#)

(<http://btn.com/2016/11/16/purdue-group-brings-invisible-identities-into-the-light-btn>)

[livebig/](#)) with GOHWP Board Member and founder of the Purdue Identities Project, Drew Mallory, as he explains how PIP was formed, what it is supposed to accomplish, and what been done so far.



The information included in this article, and more, is available on the PIP [website](#) (<http://www.purdue.edu/pip/index.html>); for more detail, email identities@purdue.edu.

GOHWP AT THE UNITED NATIONS COMMISSION FOR SOCIAL DEVELOPMENT – FEBRUARY 2017 MARY O'NEILL BERRY



Several GOHWP members will be taking part in a Side Event/Panel Discussion to be held in conjunction with the 55th Session of the United Nations Commission for Social Development (CSocD55), 1-10 February 2017, at UN Headquarters in New York. The theme of the Commission this year is "Strategies for the Eradication of Poverty to Achieve Sustainable Development for All." The Side Event is being organized by Walter Reichman and Mary O'Neill Berry, and is titled "Decent Work as the Most Important Strategy for Poverty Eradication." It will take place on Friday 10 February 2017, from 1.15pm to 2.30pm, in Conference Room 12. The Event is open to the public; however, attendees must have a UN Grounds Pass – if you do not have such a Pass, please contact Walter or Mary to be registered in order to attend (contact

information below).

The Event will be chaired by Mary O'Neill Berry, Executive Vice President (Retired), International Association of Applied Psychology (IAAP), and the Discussant will be Walter Reichman, Partner, OrgVitality. The presenters and their presentation titles are as follows:

Molefe Maleka, Professor and Head of the School of People Management and Development, Tshwane University of Technology (TUT), South Africa: "Partnerships to Foster Living Wages: Project GLOW."

Peter R. Walker, NGO Representative for the International Council of Psychologists (ICP) and Society for the Psychological Study of Social Issues (SPSSI): "Climate Change and Employment: Building Sustainable Resilience."

Virginia E. Schein, Professor Emerita of Psychology, Gettysburg College: "Decent Work, Not Just a Job, as the Pathway Out of Poverty: Voices of Low-Income Women in Nicaragua."

Mathian Osicki, IBM Cloud BTL Partner, IBM: "Humanitarian Work Psychology's Contributions to Poverty and Mortality Eradication."

Susanne M. Bruyere, Professor of Disability Studies, Cornell University: "Employer Practices to Improve Employment Outcomes for Individuals with Disabilities."

We look forward to a most interesting discussion, and are grateful for the contributions of all of our participants!

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MORE ON PROJECT GLOW GOHWP

Interested in reading more about Project GLOW (Global Living Organisational Wage)? You can find a nice write-up on how the project has developed, courtesy of Professor Stuart Carr, on the GOHWP blog!

<http://gohwp.org/glow-initiative-global-living-organizational-wage/>

HUMANITARIAN WORK PSYCHOLOGY AND OCCUPATIONAL HEALTH PSYCHOLOGY: TWO SIDES OF THE SAME COIN? SHUJAAT AHMED



Humanitarian work psychology (HWP) focuses on improving human welfare in all countries irrespective of income, and is broadly applied for the greater good of all people. Some of the areas studied within HWP are humanitarian aid work, poverty reduction, diversity, and corporate social responsibility. On the other hand, occupational health psychology (OHP) is focused on understanding how social and psychological aspects of the workplace influence employees' physical and mental health across jobs. Scientists and practitioners within OHP examine individual and organizational interventions in an attempt to create healthier workplaces, while protecting the safety and health of employees. Some of the areas studied within this field include work stress, work-family interface, disease prevention, and workplace safety.

Humanitarian work psychology and OHP are related in a number of ways. For one, both fields are interdisciplinary. HWP is inclusive of knowledge and methods from psychology, occupational health, organizational behavior, and economics, to name a few. Similarly, OHP draws from a variety of disciplines such as psychology, occupational health, organizational behavior, and human factors. Both fields also emphasize the improvement of health of individuals by expanding on the traditional sphere of their respective fields using research-based evidence. The divide between the two fields has shrunk even more in recent years as OHP, which has been traditionally been known to help for-profit organizations, has begun to include non-profit organizations and low income workers as regular stakeholders in both research and practice.

Two examples in recent research of the amalgamation of HWP and OHP are worth mentioning. Ager, Pasha, Yu, Duke, Eriksson, and Cardozo (2012) examined the stress and well-being of national humanitarian aid workers in Uganda. Based on cross-sectional data, they found that aid workers who reported high exposure to stress were significantly more likely to report diminished mental health outcomes. These aid workers were especially vulnerable to mental health consequences, with over 68 percent showing signs of clinical depression and 53 percent at higher risk for anxiety disorders. Gender also seems to play a role, with female aid workers reporting more symptoms of depression, anxiety, posttraumatic stress disorder (PTSD), and emotional exhaustion than their male counterparts. The authors expanded the connection of OHP-HWP research by focusing on the consequences (depression, anxiety, burnout, PTSD) of humanitarian work among national aid workers, which has received less attention compared to international expatriate workers.

More recently, in 2015, Mahima Saxena and John Scott obtained a grant from the Society for Industrial and Organizational Psychology (SIOP) for their project that explores work experiences of South Asian workers in the informal economy for the promotion of decent work and well-being. Informal economy may be defined as employment or economic activities that take place outside of or external to government observation, taxation, and regulation. Example of informal work include laborers in agriculture, as well as nonagricultural work such as pottery, weaving, and manufacturing. Mahima and John have been investigating how informal workers conceptualize work, any hindrances they may face, and what their subjective health and well-being experiences are. This study makes an important contribution to SIOP's United Nation's initiative and also to the further connection of HWP and OHP research by promoting social justice, decent work, and well-being of informal workers.

While many psychologists consider the fields of HWP and OHP as distinct from one another, the main goals of each field complement each other greatly. Indeed, they can be thought of as two sides of one coin geared toward the promotion of health!

Upcoming Conferences and Deadlines

Conference Dates:

Society for Cross-Cultural Research (SCCR)

March 1-4, 2017

New Orleans, LA, USA

International Convention of Psychological Science

March 23-25, 2017

Vienna, Austria

Society for Industrial and Organizational Psychology (SIOP)

April 27-29, 2017

Orlando, FL, USA

European Association of Work and Organizational Psychology

May 17-20, 2017

Dublin, Ireland

Association for Psychological Science (APS)

May 25-28, 2017

Boston, MA, USA

American Psychological Association (APA)

August 3-6, 2017

Denver, CO, USA

Film Festival Deadline: Friday, Jan. 23, 2017

Associated Psychological Organization

Requests Deadline: Jan. 23, 2017

International Congress of Applied Psychology

June 26-30, 2018

Montreal, Quebec, Canada

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