



CALIFORNIA
HEALTHY NAIL SALON
COLLABORATIVE

Liên Hiệp Ngành Móng Tay Lành Mạnh

Hosted by the California Healthy Nail Salon Collaborative

2022

Advancing Worker Health and Safety in the Nail and Hair Salon Communities:

A 2022 Research Convening
June 13, 14, & 15

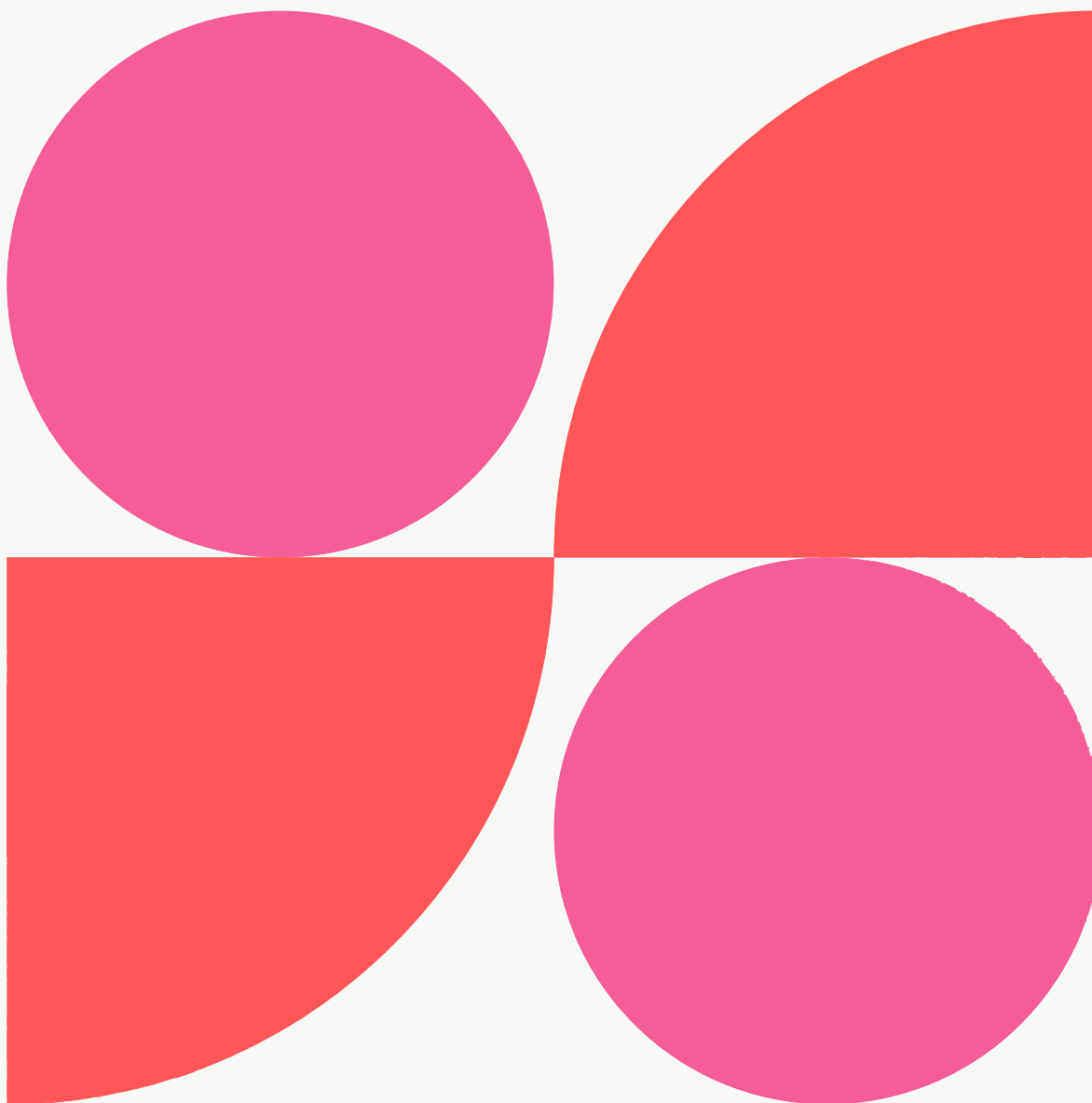


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01 Background

13 Years Later: Revisiting the Research Agenda of the Beauty Industry

On April 27th and 28th, 2009, the California Healthy Nail Salon Collaborative (CHNSC) hosted a research convening that attracted over 120 researchers, scientists, environmental, public health and labor advocates, nail salon workers and owners, cosmetologists, industry members, regulatory representatives, and public health experts. The two-day event in Oakland, CA generated significant cross-movement, cross-sector dialogue, information and resource sharing, and collective strategizing around the development of a research agenda for the nail salon and cosmetology community.

Bringing together for the first time diverse groups from across the nation, the convening helped to strengthen alliances within California and nationally and to energize the movement to assure salon worker health and safety. Although the convening centered on surfacing research questions and on establishing a research agenda, the gathering became a unique place for connection, sharing, and learning as participating nail and beauty salon workers expressed their ideas, concerns, and needs, grounding the meeting in the lived experiences and wisdom of this workforce.

Since 2009, there have been numerous changes in the market that demand reconsideration of the current research agenda. New technologies, such as acrylics, gels, and dips in the nail salon industry, have grown dramatically in popularity, but research investigating their safety has lagged behind. With the emergence of the COVID-19 pandemic, new health concerns were brought to light as clients and workers tried to stay safe from the contagious virus. Due to lockdown and social distancing measures, the industry faced a decrease in customer flow and economic uncertainty for salons and their workers.

At the time of this convening, in 2022, the hair and nail salon industry has been adjusting to new reopening protocols despite the COVID-19 virus remaining a threat to worker health and safety. It is our hope that this convening can answer outstanding questions from our 2009 convening, identify what new research priorities must be added to the agenda, and discuss how research can inform policy and practice at the federal, state, and salon level.

Purpose

In response to new and growing concerns regarding health and safety in the nail and hair salon industry, CHNSC organized a virtual research convening that aimed to bring together the nail and hair salon workforce, researchers, advocates, and government agencies. Throughout the convening, participants presented new research findings, policy developments, and intervention programs, as well as gaps in these areas that must be addressed.

The broad objectives of the convening were:

- To highlight the environmental health, salon hazards and chemical exposure issues facing the nail and hair salon occupational sectors.
- To highlight the impact of the COVID-19 pandemic on salon workers' health, safety, and wellbeing.
- To review and discuss recent research on the links between occupational chemical exposures and health outcomes, including breast cancer, reproductive health effects, respiratory illnesses, neurological issues, and other impacts affecting nail and hair salon workers.
- To provide a conducive forum for a diverse group of stakeholders (i.e., salon workers and owners, advocates, policymakers, government agencies, researchers, academics, industry representatives and others) to: (1) collectively identify research gaps and needs; (2) inform future research directions; and (3) articulate strategies for moving such research forward.
- To build solidarity and understanding between the nail and hair salon communities.
- To advance an overall understanding of the health impacts associated with this sector's workplace exposures.
- To revise the research agenda created during the 2009 convening to incorporate new developments in policy, research, and practice.

Agenda

The research convening was organized as follows:

Day 1 State of the Industry and Workforce Demographics	Day 2 Research	Day 3 Action and Legislation
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Each day consisted of plenary sessions that featured organizers, researchers, and other leaders in the nail and hair salon movement. Day 1 featured testimonials from nail salon owners and workers, and Day 2 featured testimonials from hair salon workers. Days 1 and 2 also ended with breakout sessions, which invited all participating attendees to contribute to discussion about current issues and possible solutions in the beauty industry.



02 Research Convening Plenary Sessions

Day 1 - State of the Industry and Workforce Demographics

Plenary Session 1: Background and history of the nail and hair salon movement

During the first section, the speakers framed the nail and hair salon movement in the context of a longer fight for environmental justice, reproductive health, and health equity for women of color.



“The Lives Behind this Labor of Love” ([Video](#), [Slides](#))

Dr. Thu Quach, Asian Health Services

Dr. Thu Quach is the President at Asian Health Services in Oakland, CA. She started the plenary sessions by telling her personal story and experiences as a Southeast Asian American woman and researcher whose life has been impacted by the nail salon industry. She talks about her family’s immigration story, her mom’s work in hair and nail salons in Vietnam and the US, and her mom’s eventual diagnosis with Stage 4 cancer. This tragedy inspired Dr. Quach to pursue research in chemical exposures in nail salons and the consequences on workers’ reproductive health. Her research into occupational exposures and health impacts among Vietnamese nail salon workers have contributed to the seminal work of the California Healthy Nail Salon Collaborative.



“Examining the Nail Salon Industry” ([Video](#), [Slides](#))

Dr. Preeti Sharma & Saba Waheed, California State University, Long Beach, UCLA Labor Center

Dr. Preeti Sharma, Assistant Professor of American Studies at California State University, Long Beach, and Saba Waheed, Research Director at the UCLA Labor Center, are researchers who have years of experience studying labor issues in the nail salon sector. Their talk provided a helpful overview of the state of the nail salon industry. In their presentation, they discussed national and regional studies in California, New York, Pennsylvania, and New Jersey that have explored labor issues, particularly those exacerbated during the COVID-19 pandemic. Of note, they presented on the findings of *Nail Files, Survey of Nail Salon Workers and Owners in California During COVID-19, Reopening During COVID-19*, and *Working Under COVID-19*.





“Impossible Choices” ([Video](#), [Slides](#))

Janette Robinson-Flint, Black Women for Wellness

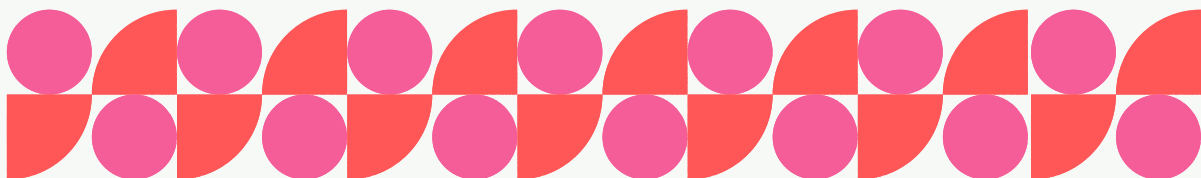
As Executive Director of Black Women for Wellness, Janette Robinson-Flint talked about the important work of the organization and their accomplishments in California. During her presentation, she discussed the involvement of Black women in the beauty industry and the chemical exposures faced by product users. From the 60s Black is Beautiful movement, to the 2010 Chasity Jones case, to more recent developments such as the Crown Act, Black women have been at the center of many important conversations about beauty. Going forward, Robinson-Flint emphasized the importance for Black women and other women of color to be uplifted in organizing and research efforts, especially when it pertains to products that impact their health.



“Women’s Voices for the Earth” ([Video](#), [Slides](#))

Jamie McConnell, Women’s Voices for the Earth

Jamie McConnell has worked in the environmental health field for over 15 years and has experience with programmatic work and political strategizing. She spoke on the role of federal and state regulation and policy in shaping the beauty industry towards a healthier future. As Deputy Director for Women’s Voices for the Earth, they have been advocating for consistent labeling and product regulation. With the National Healthy Nail and Beauty Salon Alliance together with CHNSC, WVE has raised the visibility of these issues, participate in the Healthy Salon Week of Action, establish the Interagency Workgroup for Salon Worker Health and Safety, and accomplish other impressive feats.



Plenary Session 2: Nail salon chemical exposures and toxicology

The next session featured speakers that reviewed updates to chemical use in nail salons, including those that have been phased out and which have recently emerged in the market. Speakers highlighted potential hazardous exposures and which chemicals may increase health risks.



“Shining a light on gel nail polish: A new source of volatile organic compounds” ([Video](#), [Slides](#))

Ladan Khandal, UC Berkeley/Lawrence Berkeley National Laboratory

Ladan Khandal, an Industrial Hygienist at Lawrence Berkeley National Laboratory, presented her thesis work on gel nail polish and chemical exposure. By using her lab space to mimic the breathing zone around a worker’s painting site, she identified hazardous exposures (specifically, isopropyl alcohol and acetaldehyde) that need to be addressed.



“Occupational exposure and ventilation assessment in New York City nail salons” ([Video](#), [Slides](#))

Dr. Brian Pavilonis, City University of New York (CUNY) School of Public Health

Dr. Brian Pavilonis is an Associate Professor and Certified Industrial Hygienist at CUNY SPH who has been working in occupational health and exposure science since 2012. He presented several studies that assessed ventilation in New York City nail salons. Although 2015 regulations aimed to reduce exposure to harmful ingredients through ventilation, many salons have been unable to implement proper ventilation practices. In their 2018 and 2020 studies, they worked with nail salons to measure concentrations of individual chemicals in the air. While some salons had reductions in chemical concentrations, most did not, and the results indicated a clear need for state or city assistance in preparing salons for the new ventilation requirements.



“Occupational exposure to volatile organic compounds and health risks in Colorado nail salons” ([Video](#), [Slides](#))

Dr. Lupita Montoya, University of Colorado, Boulder

Dr. Lupita Montoya is an expert in Indoor Air Quality and Aerosol Science who is currently a research affiliate at the University of Colorado, Boulder. She presented her research into chemical exposures among nail salon workers in Colorado nail salons. Her studies tested the use of absorptive materials and fluid mechanics to remove pollutants in the air. In addition, Dr. Montoya shared her work with art students whose art projects actively cleaned the air. Throughout her talk, she emphasized the importance of investing in more scientists of color and building allyship through science.

Nail Salon Worker and Owner Testimonials

Pabitra Dash ([Video](#)), Organizer at Adhikaar & Former Manicurist

Pabitra shared her personal story working with other Nepali workers at nail salons in New York. Many workers in the community were low-wage, undocumented workers, and many had stories about being exposed to the toxic chemicals in nail salon products. Fellow manicurists had reproductive health issues and complications, but folks were encouraged not to speak up or “cause trouble” upon coming to the United States. When inspectors came, workers would hide certain products to pass the inspection. She emphasized the importance of having proper ventilation and protecting women’s rights upon their return to work.



Tina Bui ([Video](#), [Slides](#)), Owner of Tina’s Nails

Tina Bui, a manicurist with 26 years of experience in the Bay Area, discussed the need for detailed labels on nail products to protect the health of manicurists and users. She also emphasizes the environmental impact of these products and calls for increased awareness through public platforms. Additionally, Tina highlights the importance of salon requirements and government assistance for the industry.



Anna Bui ([Video](#), [Slides](#)), Owner of Diva Nails

Anna talked about her experience as a nail salon owner in Oakland, California, and how her health is important to her. She expressed her hopes for this convening to encourage manufacturers to consider the impact of the toxins in their products.

Day 2 - Research

Plenary Session 1: Lowering exposure in salons through interventions and programs

Session 1 of our research-oriented topics began with four presentations on interventions to improve safety in nail salons in California, Philadelphia, and Michigan. These talks provide helpful insight into successful program design, implementation, and evaluation, while highlighting specific barriers that have yet to be addressed.



“Overview of California Programs, Collaboration, and Outreach: Healthy Nail Salon Recognition Program” ([Video](#), [Slides](#))

Connie Tran, San Mateo County Environmental Health Services, & Minhthu Le, San Francisco City and County Department of Environment



Connie Tran is the Pollution Prevention Program Lead at San Mateo County Environmental Health Services where she manages various environmental and public health campaigns, projects, and initiatives including the Healthy Nail Salon Program. Minhthu Le is an assistant coordinator in the Toxics Reduction Team at the San Francisco Department of the Environment, where she works on the San Francisco Healthy Nail Salon Recognition Program. Tran and Le presented on the activities of the Healthy Nail Salon Recognition Program in California. They discussed why the program started and how it is growing and generating interest in other areas around the US. They also talked about the needs of the program in regards to collaboration with other groups, recruitment of participating nail salons, and support during the pandemic.



“A pilot community-based intervention program for Vietnamese nail salon owners and workers” ([Video](#), [Slides](#))

Dr. Tran Huynh, Drexel University, & Emily Tran, VietLead



Dr. Tran Huynh is an assistant professor in the Department of Environmental and Occupational Health in the Dornsife School of Public Health at Drexel University in Philadelphia, Pennsylvania, and Emily Tran manages VietLEAD’s health initiatives serving Philly’s Vietnamese and Southeast Asian community. Dr. Huynh and Tran presented their findings from a training intervention conducted with Vietnamese nail salons in Philadelphia. They used the OSHA Guide for Health Nail Salons to create the training and recommendations report, which was administered to workers and owners. While they found that community-based participatory research principles helped improve relationships with community partners, they concluded that there was a need to address challenges to implementation that stemmed from systematic barriers.



“Feasibility of implementing the Healthy Nail Salon Recognition Program in Philadelphia” ([Video](#), [Slides](#))

Duong (Tina) Nguyen, Drexel University Dornsife School of Public Health

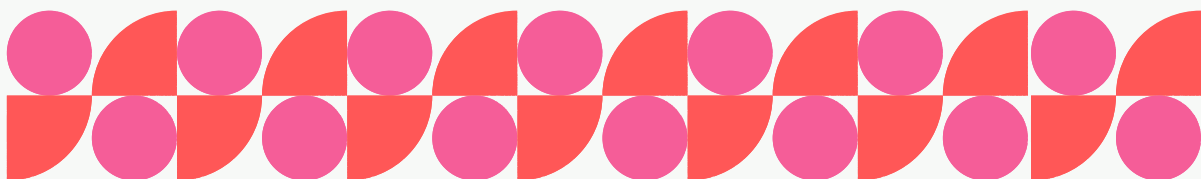
Duong (Tina) Nguyen is a staff researcher and the project manager of the Healthy Nail Salon Project at Drexel University in Philadelphia. She presented on the feasibility of implementing the Healthy Nail Salon Recognition Program in Philadelphia. Her study interviewed 31 local stakeholders who expressed interest and felt that the program was necessary to improve the salon community; however, participants also highlighted key barriers to implementation such as perceived high cost and time commitment from owners and workers, a lack of funding to afford language assistance and community outreach, the need for buy-in and visibility, and a lack of implementation leadership in the city.



“Sustaining a Healthy Nail Salon Workforce in Michigan” ([Video](#))

Dr. Marie-Anne Rosemberg, University of Michigan

Dr. Marie-Anne Rosemberg is an Assistant Professor at the University of Michigan, School of Nursing who has been working with the Michigan Healthy Nail Salon Collaborative since 2017. She shared her experience conducting research with the nail salon workforce in Michigan. She discussed their current work with the Michigan Healthy Nail Salon Cooperative. Their research revealed a need for more continuing education opportunities, accessible chemical safety information, and increased communication with stakeholders. In addition, Dr. Rosenberg introduced their in-process project to create an online Chemical Safety Training module.



Plenary Session 2: Chemicals and health risks associated with hair products

Session 2 consisted of four presentations by scientists studying chemical exposure to hair products. These talks explored the dangers of hair dyes and straighteners and how they may contribute to the development of cancers and reproductive health issues. Together, they point to the need for more research into specific products and chemical ingredients, particularly those most often used by women of color.



“Hair dye and straighteners in relation to women’s cancer risk” **([Video](#), [Slides](#))**

Dr. Alexandra White, National Institutes of Health (NIH)

Dr. Alex White is a Stadtman Investigator in the Epidemiology Branch at NIEHS where she leads the Environment and Cancer Epidemiology Group. She presented her research into cancer incidence and mortality risk among women who use hair dye and straighteners. These products are known to be a dangerous source of exposure to carcinogens and endocrine disruptors. Her findings show that the use of permanent hair dye is associated with increased risk of breast cancer. Frequent use of straighteners is associated with increased risk of breast, ovarian, and uterine cancer. Notably, these products are more likely to be used by Black women, putting this population at greater risk of harm.



“Associations of permanent dyes and hair straighteners with breast cancer in the Women’s Circle of Health Study (WCHS)” **([Video](#), [Slides](#))**

Dr. Adana Llanos, Rutgers School of Public Health

Dr. Adana Llanos is an Associate Professor in the Department of Epidemiology at Columbia Mailman School of Public Health. She presented another study on carcinogenic exposures from permanent dyes and hair straighteners. In her research, she found that Black women who used dark hair dyes were more likely to have breast cancer risk, and that regular use of chemical relaxers is significantly associated with breast cancer risk in white women. Dr. Llanos called for more research to clarify how exposure to endocrine disruptors in personal care products is associated with elevated risks of breast cancer, and that research should consider timing, dose, duration, and age at exposure as important factors when analyzing associations with health outcomes. Ultimately, there is a need for more research into these products, more granular measurements, more resources for salons so they can make cleaner product choices, and more advocacy for policy change.



“Retailer Redlining: Evaluating Hair Product Safety in Boston, MA” ([Video](#), [Slides](#))

Marissa Chan, Harvard T.H. Chan School of Public Health

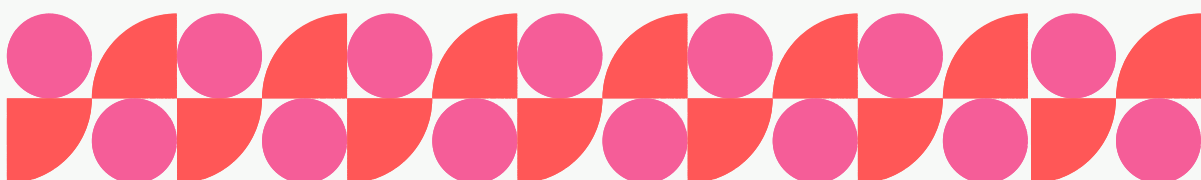
Marissa Chan is a doctoral student at Harvard’s T.H. Chan School of Public Health in the Department of Population Health Sciences. She discussed the discriminatory practice of retailer redlining, in which communities receive different treatment based on the demographics of the neighborhood. Chan’s project analyzed the safety of hair products in different neighborhoods in Boston. She described how hazardous products were more likely to be found in lower socioeconomic status neighborhoods and communities of color.



“Unequal exposures to environmental chemicals: Disparities across the life course” (Video and slides unavailable)

Dr. Tamarra James-Todd, Harvard University

Dr. Tamarra James-Todd is an environmental reproductive epidemiologist at Harvard University researching the role of environmental chemicals on women’s reproductive health. She directs the Environmental Reproductive Justice (ERJ) Lab, which seeks to investigate and improve adverse environmental exposure and reproductive health disparities. She presented on unequal exposures to environmental chemicals and health disparities that occur across the life course. Using the translational epidemiologic approach to health disparities and considering the sociopolitical impacts on environmental health, Dr. James-Todd discussed how phthalates and endocrine disruptors that are commonly used in hair and nail products can severely impact reproductive health outcomes. To reduce environmental exposures, she recommended that future strategies should improve the environmental health literacy of individuals, workers, and health care professionals, increase access to safer products in an equitable way, decrease environmental exposures in the workplace, and improve laws and policies about ingredients and product content.



Hair Stylist Testimonials



Kristi Ramsburg ([Video](#))

Hair Stylist

Kristi Ramsburg spoke about her 22-year career as a hair stylist in North Carolina. As someone who specializes in straightening and smoothing services, she has suffered kidney issues and hepatitis from overexposure to chemicals; her appendix and gallbladder had to be removed. She talked about how many stylists are unaware of the guidelines of working with dangerous chemicals and toxins in hair products. Since there is a lack of regulations, Ramsburg uses a mask with a HEPA filter that suctions to her face while she uses products. She is waiting for improved technology so that she can do what she is passionate about, but is worried about the stylists who will continue to be exposed over the years.

Merideth Pedack

Hair Stylist

Merideth Pedack talked about her 25-year career as a hair stylist in Washington state. During her time, she experienced harm to her physical, mental, and emotional health due to chemical sensitivities and exposures. She spoke about living painfully isolated with a condition that most people do not understand, even within the medical community. Pedack spent the last four years recovering her health, and has recently opened a clean product/solo beauty space called The Wildlife Studio. In her career, she amplifies legislation on worker safety and product regulation. She also conducts education about personal protective equipment (PPE) and appropriate ratings for gloves for relevant services. Last, Pedack discussed how multiple chemical syndrome is not seen by the medical community as a syndrome that deserves insurance coverage and highlights the needs to bring more attention to those with invisible injuries.



Prudence Richmond ([Video](#))

Hair Stylist

Prudence Richmond described her 30+ years of experience as a hair stylist at Sun Goddess Hair Studio in Gardena, CA. Over the years, she stopped using relaxers and permanent hair color, as two of her colleagues suffered from breast and lung cancer, respectively. She also explained how people may be allergic to synthetic braids, extensions, and hair, and that this can affect children who interact with them. Richmond encouraged all consumers to be conscious and aware of everything that they put on their bodies.

Day 3 - Action & Legislation

Plenary Session 1: Product testing and usage among women of color

Session 1 had speakers from CBCRP-funded organizations who conducted research on racial or ethnic disparities in consumer product availability, access, and use among women and girls. Through research strategies such as surveys, label review, and laboratory testing, these studies help understand disparities in breast cancer through answering questions such as: What consumer products are marketed, available in stores, purchased and used by consumers? And what chemical ingredients are in these consumer products?

“Personal Care Product Use and Chemical Exposure among Black, Latina, and Vietnamese Women in California” (Slides)

April Gillis, Healthy Heritage & Caroline Nguyen, former staff at CA Healthy Nail Salon Collaborative

April Gillis and Caroline Nguyen from Healthy Heritage and CA Healthy Nail Salon Collaborative shared findings from The CAPABLE Project (Chemical and Personal Care: Asian, Black, and Latina Exposure), which aims to build a collaborative community-research effort. The project seeks to identify chemical ingredients relevant to breast cancer toxicity in personal care products. They have found common chemicals of concern, including parabens, formaldehyde releasers, and cyclosiloxanes, and recommend avoiding products containing these ingredients. Their recommendations for action include encouraging the selection of products labeled as "paraben-free," "phthalate-free," and "fragrance-free," promoting natural beauty with fewer or homemade products, and suggesting researching products before purchase using available online tools



“Taking Stock: Consumer Product Use Among Black Women” (Slides)

Dr. Astrid Williams, Black Women for Wellness

Dr. Astrid Williams, the Environmental Justice Program Manager at Black Women for Wellness, has a strong background in public health with a focus on women's issues. Her research highlights the disproportionate exposure of women of color to consumer product chemicals in various environments. Many of these chemicals have endocrine-disrupting properties and are associated with health conditions such as uterine fibroids, preterm birth, diabetes, asthma, immunosuppression, and breast cancer.. Through surveys, mobile app-based studies, and focus groups, Dr. Williams found that knowledge gaps exist regarding hair care, leading to a reliance on family members and salons. She highlighted the pressure to look presentable by straightening hair or maintaining natural hair in an acceptable form.

Plenary Session 2: Policy advocacy to address chemicals in personal care products

Session 2 brought together experts who shared their insights on policy advocacy related to chemicals in personal care products. Topics include: the importance of transparency in the supply chain, health risks for salon workers, and proposed legislation aimed at banning hazardous chemicals and improving ingredient disclosure in cosmetics and personal care products. The discussions emphasized the importance of research, collaboration, and stronger regulations to ensure the safety of consumers and workers.



“Why Supply Chain Transparency is Good for Companies, Consumers & Workers” ([Video](#), [Slides](#))

Janet Nudelman, Breast Cancer Prevention Partners

Janet Nudelman, an experienced advocate and lobbyist for women's health issues, spoke about the urgent need to address toxic chemicals in salon products, particularly in relation to breast cancer prevention. Nudelman highlighted the disparities between the European Union's extensive bans and restrictions on harmful chemicals compared to the limited regulations in the United States. She emphasized the lack of authority of the Food and Drug Administration (FDA) in regulating cosmetic product safety, leading to potential risks for consumers and salon workers. Nudelman outlined HR 5539, the Federal Cosmetic Supply Chain Transparency Act, which aims to establish supply chain transparency and ingredient disclosure requirements. She also discussed the importance of testing for contaminants and providing safety data on ingredients. Nudelman shared the positive development of a comprehensive cosmetic safety bill being voted on by the Senate Health Committee, offering the opportunity to advocate for the inclusion of important provisions from the safer beauty bill package.

“Cosmetic Safety for Communities of Color and Professional Salon Workers Act - HR5540” ([Video](#), [Slides](#))

Dr. Astrid Williams, Black Women for Wellness

Dr. Astrid Williams from Black Women for Wellness discussed the significance of the Cosmetic Safety for Communities of Color and Professional Salon Workers Act (HR5540). The act specifically aims to address the health risks faced by salon workers, with a particular focus on women of color, who are exposed to harmful chemicals present in beauty products. The proposed legislation encompasses various provisions, including research grants to study the adverse effects of these chemicals, funding for the development of safer alternatives, ingredient review, access to safety data sheets, and the establishment of an interagency council to foster collaboration and devise solutions for safeguarding the health of women and salon workers. Dr. Williams stressed the urgent need for this act to mitigate the health disparities experienced by marginalized communities in the beauty industry.



“Toxic-Free Beauty Act HR 5537” ([Video](#), [Slides](#))

Yuwa Vosper, WE ACT for Environmental Justice

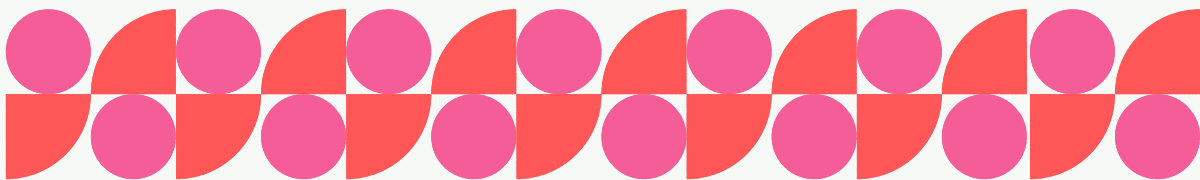
Yuwa Vosper, Policy & Regulatory Manager at WE ACT for Environmental Justice, spoke on the FDA’s failure to regulate cosmetics. She described the Toxic-Free Beauty Act (H.R. 5537), which aims to ban the use of 11 hazardous chemicals from beauty and personal care products sold in the U.S. that are already banned by the European Union, California, and Maryland. This legislation is crucial in safeguarding the health of women of color and salon workers who are most vulnerable to the harmful exposures caused by these toxic chemicals. By closing the double standard between the U.S. and the European Union, this bill seeks to ensure safer cosmetic products for consumers. To support this cause, Vosper recommended contacting Congress to support the Safer Beauty Bill Package, and staying informed to make informed purchasing decisions.



“Women’s Voices for the Earth” ([Video](#), [Slides](#))

Jamie McConnell, Women’s Voices for the Earth

Jamie McConnell, Deputy Director of Women's Voices for the Earth (WVE), emphasized the urgent need for ingredient disclosure and reduction of harmful chemicals in consumer and salon products. She highlighted the alarming fact that fragrance compositions, which can contain over 4,000 chemicals, are not required to meet safety standards, with a third of these chemicals identified as toxic. Jamie discussed two critical acts, namely the Fragrance and Flavor Ingredient Right to Know Act (HR 5538) and the CA Fragrance and Flavor Right to Know Act (SB 312). Encouraging active participation, McConnell urged individuals to support these bills by texting, calling congressional offices, and scheduling virtual visits with representatives, ultimately advocating for safer beauty practices.



Plenary Session 3: Government regulation

Session 3 consisted of three presentations about government regulation. Speakers underscored the efforts to improve working conditions, evaluate chemical safety, and inform the public about potential risks associated with nail and hair products as well as cosmetics.



“New York Healthy Nail Salons Coalition” ([Video](#), [Slides](#))

Charlene Obernaur, New York Coalition on Occupational Safety and Health

Charlene Obernaur, the Executive Director of New York Committee for Occupational Safety and Health (NYCOSH) and co-founder of the New York Healthy Nail Salons Coalition, presented the progress made in advocating for legislation to improve working conditions in nail salons in New York. She discussed the progress and achievements of the coalition in advocating for safer and healthier working conditions in nail salons. Obernaur covered various initiatives, such as the release of a report on salon safety, the implementation of a Bill of Rights for nail salon workers, the introduction of ventilation regulations, and the One Fair Wage campaign. Charlene highlighted the success of these efforts and also mentioned a few outstanding issues, such as the need for the Nail Salon Minimum Standards Council Act to ensure compliance with existing laws and standards, the implementation of a \$15 minimum wage, and delays in ventilation standards.



“Safer Consumer Products Regulations Overview and Research on Nail and Hair Straightening Products” ([Video](#), [Slides](#))

Christine Papagni, CA Department of Toxics and Substance Control

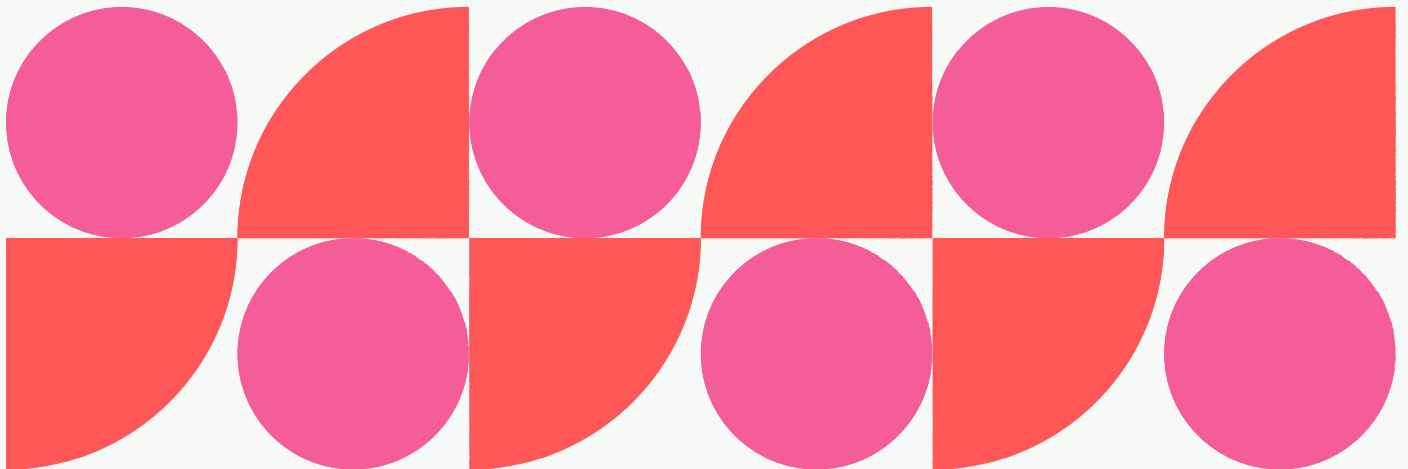
Christine Papagni, a Senior Environmental Scientist with the Safer Consumer Products (SCP) Program at the California Department of Toxic Substances Control (DTSC), presented an overview of the SCP program and discussed their research on nail and hair products. The SCP program was established in 2013 to evaluate problematic chemicals in products and encourage the use of safer alternatives. The four-step process includes creating a candidate chemicals list, identifying and prioritizing priority products, conducting an alternative analysis, and implementing a regulatory response. Papagni highlighted the program's work on nail products, which involved screening research, public workshops, and the proposed regulation of toluene and methyl methacrylate in nail products. Papagni encouraged attendees to participate in their upcoming public workshop and explore career opportunities and grants offered by the program.



“California Safe Cosmetics Program” ([Video](#), [Slides](#))

Dr. Paula Johnson, California Department of Public Health Safe Cosmetics Program

Dr. Paula Johnson, the Chief of the California Safe Cosmetics Program at the California Department of Public Health (CDPH), spoke about her program and the work they do to investigate and inform the public about hazardous exposures from cosmetics. The program was established in 2005 through the Safe Cosmetics Act with the main goal of collecting information from cosmetics companies regarding ingredients linked to health harm and maintaining a public searchable database. Dr. Johnson highlighted the lack of regulation by the FDA and the importance of the program's research and consumer right to know. She discussed recent legislation, the Cosmetic Fragrance and Flavor Right to Know Act (KAERKA), which expanded reporting requirements for fragrance and flavor ingredients. The presentation showcased the database's extensive product and ingredient information, emphasized educational content for consumer choice, and invited feedback for future data reports.



Plenary Session 4: Where do we go from here? The future of beauty

Concluding the 2022 convening, three speakers underscored the importance of racial solidarity, environmental justice, and organizing efforts to create a more equitable future for the beauty and the nail salon industry.



“The Future of Beauty: Racial Solidarity” ([Video](#), [Slides](#))

Lisa Fu, CA Healthy Nail Salon Collaborative

Lisa Fu, the Executive Director of the California Healthy Nail Salon Collaborative, discussed the organization's work and collaborations during her presentation. The collaborative was founded 15 years ago to address concerns from nail salon workers about the products they used and the impact on their health. Over the years, the organization expanded its focus to include worker rights, immigrant rights, and racial justice. Lisa highlighted the collaboration between the collaborative and Black Women for Wellness to address the relationships between the black and Asian communities and combat structural racism. She also emphasized the importance of intentional shared programming, such as the annual event celebrating the solidarity between Malcolm X and Yuri Kochiyama, and the organization's commitment to racial justice training. Lisa stressed the need for open conversations about race and the salon's potential as a space for cross-racial interaction and understanding. The ultimate goal is to bring about transformation, empower those most impacted, and create a more just society and world.



“The Environmental Injustice of Beauty” ([Video](#), [Slides](#))

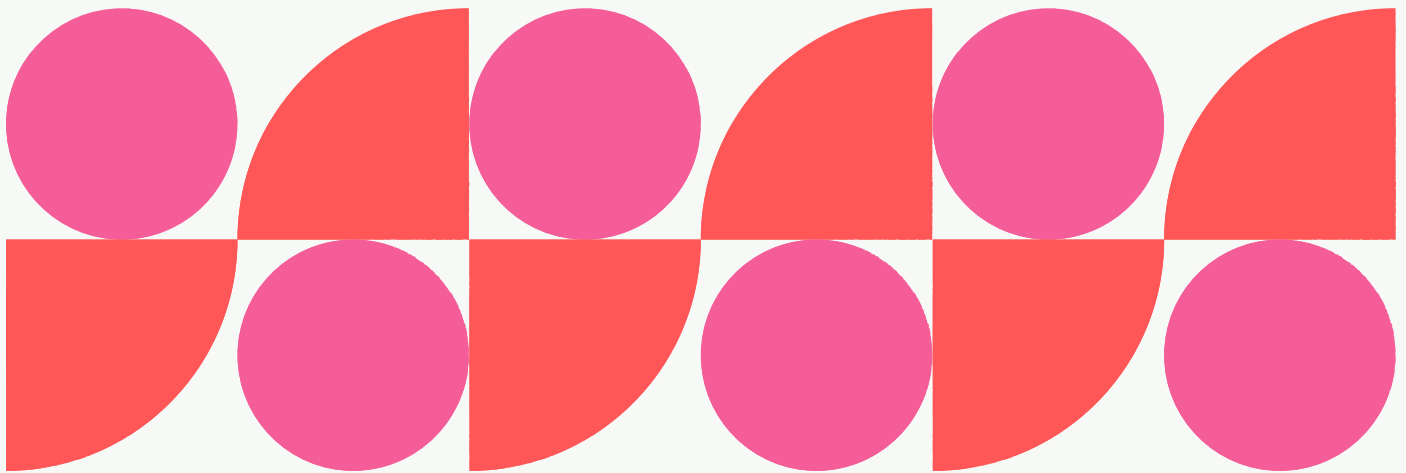
Dr. Bhavna Shamasunder, Occidental College

Dr. Bhavna Shamasunder, an associate professor at Occidental College, spoke about environmental health and justice, focusing on the disparities faced by communities of color and the poor. She discussed her research projects in Los Angeles, examining urban neighborhood oil development and the exposures faced by women of color to synthetic chemicals in consumer products. Dr. Shamasunder emphasized the need for data collection and collaboration to address environmental and racial justice issues. She highlighted the importance of community-based research, power dynamics, data ownership, and the role of data in decision making and policy development. She called for strategic research designs, co-training of communities and academics, an intersectional analysis of racial capitalism, and accessible research and community education. Dr. Shamasunder concluded with a call for collaborative efforts to guide the future of this work.

“All Hands in: Organizing in New York’s Nail Salons” ([Video](#), [Slides](#))

Daisy Chung, New York Healthy Nail Salon Coalition

Daisy Chung, director of the New York Healthy Nail Salons Coalition, presented the coalition's efforts to organize nail salon workers for just jobs in the industry. The coalition aims to raise labor standards and practices through a sector-wide approach, addressing challenges such as industry decentralization, non-compliance, and the low prices and intense competition that affect both workers and business owners. Chung proposed the Nail Salon Minimum Standards Council Act, which would establish an industry council composed of workers, owners, and public representatives to recommend minimum standards and fair pricing. She recognized the importance of nail salon ownership as an opportunity for economic mobility in immigrant communities and aims to support sector-wide change for the benefit of all stakeholders. She emphasized the importance of worker participation, the interconnectedness of labor rights and community well-being, and the need for collaborative approaches to bring about positive change in the nail salon industry in New York.



03 Recommendations

Healthy and Safety Recommendations

The Day 1 breakout session served as a helpful brainstorming forum for participants to discuss health and safety concerns in the hair and nail salon industry. In their groups, people identified areas in the industry that need more research and clarity, particularly those relating to product use and ventilation.

Breakout 1: Salon products and health outcomes	Breakout 2: Ventilation	Breakout 3: Nail salon worker and owner session (Vietnamese)
<p><i>Topics that need further research:</i></p> <ul style="list-style-type: none"> • Thinners and formulations • Removers (specifically acetone and other alternatives) • Synergistic impacts of VOCs • Secondary formations of VOCs, not just primary ones • Skin conditions • Impact of increased use of cleaning products during COVID-19 • Keratin and other smoothing products • Aerosols • Interest in creating an international working group <p><i>Concerns:</i></p> <ul style="list-style-type: none"> • Replacement of ammonia in hair coloring with MEA, which doesn't product a gas but is harmful to the skin • Varying danger levels of different dyes • N95 is not good enough to protect from other chemicals in the salon (a thin layer of activated charcoal should also be worn) • Effects of combined use of cleaning products and creation of toxic gas • Need for training on how to use cleaning products 	<p><i>Topics that need further research:</i></p> <ul style="list-style-type: none"> • How to maximize removal of pollutants and minimize emissions • Analyzing the safety of new products • How dip products behave as an aerosol and how to control and remove them • Acrylics and the dust that comes from filing <p><i>Concerns:</i></p> <ul style="list-style-type: none"> • Scientists need to bring information directly to the community in an accessible way • Nail salon workers, owners, and regulators do not know full details about products and their health problems • Laws are not being enforced • Need for financial incentives like there are in CA • Need direct outreach to nail salons • Need more efficient, optimized systems and for government to subsidize • Need to give scientists more opportunities to do research and engineer technologies that can help build interventions 	<p><i>Topics that need further research:</i></p> <ul style="list-style-type: none"> • Closer analysis of products to see impact on health • Effects of acrylic nails • Effects of dip products (participants reported getting red eyes when they use dip powder) • Chemical exposures that can cause fibromyalgia <p><i>Concerns:</i></p> <ul style="list-style-type: none"> • Products with less chemicals are more expensive and not usually readily available at beauty supply stores

Prioritization of Research Recommendations

After the panelists spoke, audience members were broken into groups to discuss which aspects of hair and nail salon work need to be prioritized in research. Folks first reviewed the topics and research questions that were brainstormed in Day 1, then discussed programmatic and policy gaps and needs among salons and their products.

<p style="text-align: center;">Breakout 1: Hair salons and products</p>	<p style="text-align: center;">Breakout 2: Nail salons and products</p>	<p style="text-align: center;">Breakout 3 and 4: Nail salons and products (Vietnamese)</p>
<p><i>Prioritized products that need further research:</i></p> <ul style="list-style-type: none"> • Hair colorants (ammonia, MEA, darker hair colorants) • Straightening products (keratin smoothing) • Aerosols • Other concerns (secondary formation of VOCs, cumulative impacts from products, chemical sensitivity, disinfectants and cleaners) • Clay lighteners used as hand painted highlights - generate particulate dust • Weaves, wigs, and glue resulting in chemical exposure • B3 additive that protects the hair - found in products needed for Brazilian blowouts and other styles that need high levels of lift • Dermal usage and absorption and its connection to asthma • Items that are not meant for hair are being used (ex. fabric softeners) and risks are unknown <p><i>Trends, themes, and key lines of inquiry:</i></p> <ul style="list-style-type: none"> • Many products have unknown health effects and need further research • Need for ingredient labeling and measuring exposure and risk for both stylists and users • Prevention strategies (beyond ventilation and masks) <p><i>Programmatic gaps and needs:</i></p> <ul style="list-style-type: none"> • Engineering technologies: look to new interventions and technology as solutions • Education: hair stylists need more accessible information about safety data sheets, proper PPE, etc. • Intervention programs: need for large-scale programming for hair salons (ex. can provide evaluation for hair stylists with products, cleaning products, resources) 	<p><i>Prioritized products that need further research:</i></p> <ul style="list-style-type: none"> • Dips • Gels • Acrylics • Thinners • Removers, acetone • New aerosols <p><i>Trends, themes, and key lines of inquiry:</i></p> <ul style="list-style-type: none"> • Many products have unknown health effects and need further research • Need to avoid playing catch-up by looking for/experiencing hazards • Need to take a proactive stance and work with manufacturers or look for products that are more user-friendly <p><i>Programmatic gaps and needs:</i></p> <ul style="list-style-type: none"> • Engineering technologies: give scientists the opportunity to do research and engineer technologies that can help build interventions • Financial incentives: provide financial incentives for salons, like has been done in CA, to optimize systems and reduce cost when implementing interventions • Education: bring scientific information directly to the community in an accessible way; train the salon community in the basic fundamentals of science; uplift scientists and engineers from communities of color who have been most impacted; revise how product safety is taught in worker trainings • Coalition-building in CA, NY, and throughout the US 	<p><i>Prioritized products that need further research:</i></p> <ul style="list-style-type: none"> • Dips • Acrylics <p><i>Trends, themes, and key lines of inquiry:</i></p> <ul style="list-style-type: none"> • General need for product safety, labeling, shelf life, and pricing • Many nail salon workers and owners are not educated about chemical exposures and need for proper ventilation • Need to ensure that safer products and ventilation are financially accessible and reasonable for purchase • Need for safer products to be more readily available at beauty supply stores <p><i>Programmatic gaps and needs:</i></p> <ul style="list-style-type: none"> • Regulations: need for more chemical regulation • Certification opportunity: training for owners to teach them how to run safe nail salons • Salon support: need for help with ventilation installation and maintenance • Incentives: need for incentives (financial or legal) for owners to use safer products • Education: need for updated accessible information about new research and potential health impacts of all used chemicals

04 Speaker Biographies

Adana A.M. Llanos, Ph.D.

Adana A.M. Llanos, PhD, MPH (she/her) is an Associate Professor in the Department of Epidemiology at Columbia Mailman School of Public Health. As a cancer and molecular epidemiologist her research program seeks to understand the molecular and sociobiologic contributors to cancer outcomes inequities, and ultimately to identify ways to address them. A major focus of Dr. Llanos' research is the examination of risk factors that contribute to increased breast cancer incidence at younger ages, increased incidence of more aggressive breast tumors, and increased mortality among Black women. Relevant to beauty justice, her ongoing work includes investigating associations of personal care products, especially hair products, with breast cancer.

Alexandra J. White, Ph.D.

Alexandra J. White, PhD MSPH is a Stadtman Investigator in the Epidemiology Branch at the National Institute of Environmental Health Sciences where she leads the Environment and Cancer Epidemiology Group. Her research is focused on improving our understanding of how environmental exposures are related to women's risk of developing cancer. She is particularly interested in considering how environmental exposures may act synergistically to influence cancer risk. Much of her research builds on the Sister Study cohort, a large prospective US population of women who have a family history of breast cancer. Dr. White has recently studied how breast cancer risk is influenced by ambient exposures such as air pollution, ultraviolet light and light at night, as well as sources of chemicals such as personal use of hair products.

April Gillis

April Gillis has worked in the African American community throughout the Inland Empire in CA as a Project Coordinator for Healthy Heritage Movement (HHM) for 7 years. She began as a participant of one of Healthy Heritage 's flagship lifestyle programs "Livin' Life on Purpose" designed to transform the Health and Wellness of African Americans in the region. With a desire to see her own health transformed as well as others, she continued on to coordinate numerous programs and projects for HHM to help carry the vision of a transformed heritage across their culture. April earned her Bachelor's of Arts degree in Economics from Spelman College and it is with her background in economics that she has been able to bring her experience with understanding microeconomic factors that impact people's decision to her project work including serving as a coordinator for the CAPABLE Project (Chemical and Personal Care: Asian, Black, and Latina Exposure) - a collaboration among a diverse community partners and r

Astrid Williams, Ph.D.

Dr. Astrid Williams serves as the Environmental Justice Program Manager with Black Women for Wellness. She earned her masters and doctorate degrees in Health Promotion and Education and has an extensive background in public health. Her background spans the fields of chronic disease, maternal and reproductive health. She is most passionate about women's issues and its connection to health.

Bhavna Shamasunder, Ph.D.

Bhavna Shamasunder is Associate Professor in the Urban and Environmental Policy Department at Occidental College. She teaches and conducts research on environmental health and justice with a focus on the disparate and cumulative burdens faced by communities of color and the poor. Her work also examines how social movements leverage science in campaigns for justice. Her current research projects apply investigations of cumulative impacts to Los Angeles, a critical site for examining environmental justice. In collaboration with colleagues at Oxy, and USC and frontline residents, she examines urban neighborhood oil development in Los Angeles, the largest urban oil field in the country and the second most oil rich basin in the world. She also collaborates with colleagues at George Washington University, Black Women for Wellness, and Silent Spring Institute to better understand the disparate exposures faced by women of color from exposures to synthetic chemicals in consumer products. She received her doctorate at the University of California, Berkeley in the Department of Environmental Science, Policy, and Management.

Brian Pavilonis, Ph.D.

Dr. Brian Pavilonis is an Associate Professor and Certified Industrial Hygienist who has been working in occupational health and exposure science since 2012. Dr. Pavilonis joined the CUNY SPH faculty in 2014. Prior to CUNY SPH, Dr. Pavilonis was a Post-doctoral fellow at Rutgers University in the Exposure Science Division after earning his PhD at the University of Iowa in Industrial Hygiene in 2012. His research aims to understand human exposure in the occupational environment and characterize risk due to exposure, both areas in which he has published extensively on.

Caroline Nguyen

Caroline's interest in research began while in undergrad at UC Irvine. During her senior year, she presented a poster on the correlates of social isolation and patient-reported sociocultural responsiveness of primary care providers on PTSD symptom management among Cambodian refugees at UCI's annual Undergraduate Research Opportunities Program (UROP) Symposium. The summer after graduating, she supported a study from the Geriatric Workforce Engagement Program (GWEP) in collaboration with Southland Clinic in Little Saigon, Orange County. Caroline currently lives in Sacramento and works in higher education advocacy. She was formerly a Program Assistant with the CHNSC, where she helped with voter outreach and engagement campaigns and the CAPABLE study.

Charlene Obernauer

As the Executive Director of New York Committee for Occupational Safety and Health (NYCOSH), Charlene oversees and develops the NYCOSH's campaigns and advocacy work and brings an innovative vision to NYCOSH that incorporates research, education, training, coalition building, and member development in order to create healthier jobs in New York State. She is the co-founder of the New York Healthy Nail Salons Coalition, a project founded by NYCOSH and Adhikaar; which successfully advocated for the passage of statewide legislation to combat wage theft and mitigate safety and health hazards in nail salons. She continues to advocate for legislation to improve working conditions in nail salons, including the implementation of ventilation regulations and the Nail Salon Minimum Standards Council Act. Prior to joining NYCOSH's staff, Charlene served as executive director of Long Island Jobs with Justice. She received her B.A. from Stony Brook University and her M.A. in Liberal Studies from the Graduate Center at CUNY.

Christine Papagni

Christine Papagni is a Senior Environmental Scientist with the Safer Consumer Products (SCP) Program at the California Department of Toxic Substances Control (DTSC). She has over 20 years of research experience and expertise in toxicology, chemistry, environmental science, and public health and environmental policies and regulations. As a team leader for SCP's research on personal care products, Christine oversees the research of chemicals in nail and hair products. Christine's interest in product safety began in childhood, as her mom taught her to read product ingredient labels to avoid certain chemicals due to allergies. She has a Master's Degree in Environmental Toxicology from the University of California, Riverside and a Bachelor's Degree in Environmental Toxicology from the University of California, Davis.

Connie Tran

Connie Tran is the Pollution Prevention Program Lead at San Mateo County Environmental Health Services where she manages various environmental and public health campaigns, projects, and initiatives including the Healthy Nail Salon Program. Prior to joining San Mateo County, she was a Program Coordinator at the California Healthy Nail Salon Collaborative. Outside of work she enjoys spending time with her dogs and is an avid tennis player. Connie graduated from San Francisco State University with a B.S. in Health Education.

Daisy Chung

Daisy Chung is the director of the NY Healthy Nail Salons Coalition, a coalition dedicated to organizing with nail salon workers to fight for just jobs in the industry. Daisy comes to the coalition with many years of experience organizing low wage workers and leading strategic campaigns spanning a wide range of issue areas from labor rights to climate change. In addition to organizing and developing campaigns, Daisy has also helped craft and negotiate successful state and city policies in New York to protect and empower workers and low-income communities of color.

Janette Robinson-Flint

As a founding member of Black Women for Wellness, Janette holds the Executive Director position. Her work in the health field began as an advocate during her pregnancy, seeking a holistic practitioner to work with her concept of a gentle birth. Today, she is part of the Reproductive Justice Coalition of Los Angeles, California Coalition for Reproductive Freedom, and National Black Women's Reproductive Justice Agenda. Over the course of the years, her journey has included The Birthing Project USA/Los Angeles, Great Beginnings for Black Babies, National Health Foundation, March of Dimes, California Primary Care Association, Inglewood Healthy Mothers & Babies, South Los Angeles Health Project and Women Infant & Children (South Los Angeles advisory board) Programs. An alumnus of the University of Southern California, she is currently seeking a doctorate in community organizational development.

Magic through radio is yet another love, having produced day-long specials celebrating the lives of African American leaders, weekly programs highlighting women's voices with Talking Book, African World News, Family Tree, Some of Us Are Brave and Liberated Sisters radio programs. Great food, a good story (either book or movie), spoken word, live music, salsa dancing, and a scenic walk make my day in Los Angeles. A victory that encourages health for women and girls grounds her through the challenges, traffic, and the struggle for freedom.

Kristi Ramsburg

Kristi Ramsburg has been a licensed cosmetologist since 2000. She enjoys designing and executing precision cuts and colors. She also enjoys working with each individual and learning their personalities and creating looks that help them see themselves how they want to be seen.

Ladan Khandel

Ladan Khandel is an Industrial Hygienist at Lawrence Berkeley National Laboratory. In 2020, she was awarded a Master's of Public Health degree from UC Berkeley, where she researched indoor air quality and exposure to volatile organic compounds. Her thesis work on gel nail polish was recently featured on an HBO Max documentary, titled Not So Pretty. She can be reached through her website, www.LadanKhandel.com, by email lkhandel@berkeley.edu, or through Instagram [@ToxicologyofBeauty](https://www.instagram.com/ToxicologyofBeauty).

Lisa Fu

Lisa Fu (she/her) is the Executive Director for the California Healthy Nail Salon Collaborative, where she has been on staff since 2008. As the previous Outreach and Program Director, she developed the organization's leadership development and organizing work. For over 20 years Lisa has been an activist for reproductive justice, environmental justice, community development and other social justice issues impacting Asian American women and girls. She has been a staff, board member, and volunteer for many organizations across the country including Khmer Girls in Action, National Asian Pacific American Women's Forum and Chinatown Community for Equitable Development. Being born and raised in Southern California to Deaf immigrant parents from China had a deep impact on Lisa and her understanding of the intersection of immigrant rights, reproductive justice, disability rights, and working class struggles. She has two young children, Kaiya and Kaden, who remind her why we must continue to fight for a better world.

Lupita Montoya, Ph.D.

Dr. Lupita D. Montoya is an expert in Indoor Air Quality and Aerosol Science. She earned a BS degree in Engineering from California State University Northridge, as well as a MS degree in Mechanical Engineering and a PhD in Environmental Engineering from Stanford University. She conducted extensive postdoctoral training in Environmental Health at the State University of New York and at Harvard School of Public Health. Dr. Montoya is a first-generation Latinx scholar, who conducts multidisciplinary research that addresses environmental and health impacts of indoor air pollution, especially in low-income communities in the US and abroad. She is presently a research affiliate at the University of Colorado where she was denied tenure for conducting the type of research she is presenting at this conference.

Marie-Anne Sanon Rosemberg, Ph.D., MN, RN, FAAOHN

Dr. Marie-Anne Rosemberg, PhD, MN, RN, FAAOHN. Dr. Rosemberg is an Assistant Professor at the University of Michigan, School of Nursing. She was trained as a community and populations health nurse and a fellow of the Centers for Disease Control (CDC)'s National Institute for Occupational Safety and Health (NIOSH). Dr. Rosemberg has more than a decade experience working with hard-to-reach workers in service industries including hotel and nail salon workers. Dr. Rosemberg Joined the Michigan Healthy Nail Salon Collaborative in 2017, just a year after its creation. She has been co-leading all the MHNSC efforts ever since.

Marissa Chan

Marissa Chan is currently a doctoral student at Harvard's T.H. Chan School of Public Health in the Department of Population Health Sciences. Her research interests and work experience focus on the intersection of place-based environmental hazards and exposure to endocrine disrupting chemicals in personal care and consumer products.

Merideth Pedack

Merideth Pedack is a Hairstylist, Owner, and Safer Beauty Consultant. She recently opened her own solo beauty space called The Wildlife Studio. She is very proud of her salon's clean air environment that reflects her mission to offer services and products that are safer for her, my clients, the earth, and all of its inhabitants. Meredith has worked as a hairstylist for 25 years, and being behind the chair was always her most cherished time. Alongside that she has also worked as a hair color educator, salon owner, and safer product consultant. She loves the one on one time with clients, giving them haircuts that they feel incredible about, as well as educating about safer alternatives to personal care and home cleaning products, so they can be empowered to make safer choices that they feel good about.

Minhthu Le

Minhthu Le is an assistant coordinator in the Toxics Reduction Team at the San Francisco Department of the Environment. One of the programs she is working on is the San Francisco Healthy Nail Salon Recognition Program. Her 16+ years of experience as a manicurist has helped her work tremendously, including helping launch the program in 2012. In addition, she has a similar background with nail salon workers, so she can understand their point of view easier. And most of all, she enjoys helping others, especially the nail salon workforce, protect their health from harmful chemicals they are exposed to every day.

Pabitra Dash

Pabitra is an Organizer at Adhikaar, mainly focused on outreach and organizing of nail salon workers, coordinating meetings, workshops and OSHA health and safety trainings. She joined Adhikaar's nail salon campaign as a member in 2015 and has been working as a nail salon worker in New York City since 2010. Before coming to the United States, Pabitra organized brick workers in Nepal. She has always been interested in social work, teaching Nepali and math to adult learners in Nepal when she was 11 years old.

Patrice Simmons

Patrice began working in the salon in 10th grade. She graduated in 1980 and went straight to beauty school. She worked in Washington state, Alaska, Tennessee, Kentucky, North Carolina and California. She is the owner of Sungoddess Beauty Center, the first Natural hair salon in Gardena. She is an educator for Avlon Industries, before becoming an exclusive natural hair technician. Patrice considers herself a Beauty Culturist.

Preeti Sharma, Ph.D.

Preeti Sharma is an Assistant Professor of American Studies at California State University, Long Beach. She explores feminist theories of work, racial capitalism, service economies, alternative labor organizing, and Asian American and women of color feminisms. Her writings appear in *The Journal of Asian American Studies*, *The Labor Studies Journal*, *Society & Space* and an edited book, *The Auntie Sewing Squad Guide to Mask Making, Radical Care, and Racial Justice*. She also collaborated on *Nail Files*, the first national policy study on labor issues in the nail salon sector, with the UCLA Labor Center & CA Healthy Nail Salon Collaborative. She currently teaches courses on labor and beauty.

Prudence Richmond

As a little girl, Prudence's mother recognized her talent to style hair. She became a licensed Hairstylist right after high school. 36 years later, she still enjoys using the talent God has given her. She is currently branding her business and creating a product line.

Saba Waheed

Saba Waheed is Research Director at the UCLA Labor Center. She has nearly twenty years of research experience developing projects with strong community participation. With her team at the UCLA Labor Center, she coordinated the first-ever study of domestic work employers, launched a multi-year study of workers and learners, and conducted research on the impact of the pandemic on nail salon workers and owners. She has also conducted research related to gig, young, Black, LGBTQ+ grocery, fast food and retail workers. Saba teaches the Labor Summer Research Program, co-produces the podcast *Re:Work*, a storytelling show about work, and is an award-winning fiction writer. She received an MA in Anthropology from Columbia University and a BA in English and Religious Studies from UC Berkeley.

Tamarra M. James-Todd, Ph.D.

Dr. Tamarra James-Todd is an environmental reproductive epidemiologist researching the role of environmental chemicals on women's health across the reproductive life course. She directs the Environmental Reproductive Justice (ERJ) Lab, which seeks to investigate and improve adverse environmental exposure and reproductive health disparities. Her work particularly focuses on the importance of pregnancy as a sensitive window of consumer product environmental chemical exposures. Dr. James-Todd is the Principal Investigator of multiple NIEHS funded R01 grants, focusing on endocrine disrupting chemicals and adverse maternal health outcomes during pregnancy, postpartum and mid-life in the ERGO study and Project Viva. Dr. James-Todd serves as the Principal Investigator for the Community Engagement Core of the Metals and Metal Mixtures: Cognitive Aging, Remediation, and Exposure Sources (MEMCARE) P42 Superfund Research Center. In addition, she is running interventions to improve environmental health literacy both in the lay community, as well as among health care professionals. Dr. James-Todd is also the Director of the Organics Core for the Harvard Chan NIEHS Center, where she launched the Environmental Justice Bootcamp in collaboration with two other NIEHS-funded P30 Centers. She has been awarded for her research in the area of environmental reproductive health by receiving the Estrellita and Yosuf Karsh Visiting Professorship in Women's Health. She has had the honor of serving on the EPA's Scientific Advisory Board for the Chemical Assessment Advisory Committee, as well as two National Academies of Sciences, Engineering, and Medicine's committees and the March of Dimes Environmental Justice Working Group.

Thu Quach, Ph.D.

Thu Quach, Ph.D. is the President at Asian Health Services, a federally qualified health center in Alameda County of CA serving approximately 50,000 patients in English and 14 Asian languages. Dr. Quach has been working in public health and health care for 25+ years. Her research, service, and advocacy work have been grounded in her own lived experience as a refugee from Vietnam, and the struggles her family faced in the healthcare system. Trained as an epidemiologist, she has conducted community-based research, focusing on Asian Americans and immigrant populations, including examining occupational exposures and health impacts among Vietnamese nail salon workers. This work was inspired by her own mother, who passed from cancer at the age of 58, after working as a cosmetologist for decades. These research findings have contributed to the seminal work of the California Healthy Nail Salon Collaborative that has shaped policy changes and advocated for worker rights and safety.

During the pandemic, Dr. Quach has been conducting groundbreaking research on COVID-19 impacts on the AAPI population, and launched efforts to collect stories of language and digital barriers faced by the AAPI community during the pandemic. Her recent work has focused on responding to anti-Asian violence and addressing mental health gaps for this population.

Duong (Tina) Nguyen

Duong Tina Nguyen is one of the staff researchers and the project manager of the Healthy Nail Salon Project at Drexel University in Philadelphia. She received a Master of Public Health in Health Management and Policy from Drexel Dornsife School of Public Health. Being an immigrant herself and having many family members work in the nail industry, Ms. Nguyen is driven to study the issues at nail salons and committed to serving the immigrant communities. Her research interests focus on the impact of air pollution on health outcomes, occupational related diseases, health policy advocacy and community engagement.

Tran Huynh, Ph.D.

Dr. Tran Huynh is an assistant professor in the Department of Environmental and Occupational Health in the Dornsife School of Public Health at Drexel University in Philadelphia, Pennsylvania. Her research aims to build genuine academic-community partnership to disseminate essential occupational health interventions and services to immigrant owned nail salons. She is a proud daughter of a veteran nail salon worker who has been the inspiration for her research with the nail salon industry.

Yuwa Vosper

Yuwa Vosper is WE ACT for Environmental Justice's Policy & Regulatory Manager working to influence executive, legislative, and regulatory agency actions and educate key stakeholders on matters that support reforms in toxic climate education, and federal investments in electrification. She is a graduate of Fordham Law School, holds a Master of Science in Human Ecology with a graduate minor in Linguistics from Louisiana State University in Baton Rouge, and graduated cum laude with a Bachelor of Arts in Mass Communications from Loyola University New Orleans. Yuwa was selected to intern at the United Nations for a year while in law school. During this time, she began learning about the Sustainable Development Goals, which began her interest in environmental advocacy. From there, she worked on a consumer campaign that highlighted the dangers, including health hazards, of purchasing counterfeit products. Continuing her advocacy work, she also worked with Hechos Por Nosotros on U.N. side level events that called attention to human rights issues, transparency in the supply chain, and preserving environmental resources while promoting sustainable fashion within the fashion industry.

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CALIFORNIA
HEALTHY NAIL SALON
COLLABORATIVE

Liên Hiệp Ngành Móng Tay Lành Mạnh

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