

NWCOHS Anti-Racism Initiative DEI in OSH Training

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**NORTHWEST CENTER
FOR OCCUPATIONAL
HEALTH AND SAFETY**

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Initiative Goals

- > Become familiar with anti-racism concepts, terminology, and perspectives
- > Explore personal and collective social identities, including in relation to our roles as OHS professionals and researchers
- > Reflect on how this translates to how we operate as a research and education center



NWCOHS Orientation (AY 20–21 start)

- > Explained the why and what of the initiative
- > Introduced preparatory materials
 - Jones' "Levels of Racism: A Theoretic Framework and a Gardener's Tale"
 - Lipscomb et al. "A Conceptual Model of Work & Health Disparities in the U.S."
 - Linda Rae Murray's "Health Disparities or Inequality?" (keynote from 2011 NIOSH Eliminating Health and Safety Disparities at Work conference)
 - Racial equity glossary; Allyship & accountability
- > Complemented UW Health Sciences common book; Ibram X. Kendi's "How to Be an Antiracist"



Autumn Quarter

- > Over 3 weeks, every weekday, engage with at least one reading, viewing, or listening resource
 1. Whiteness & White Privilege
 2. Anti-Black Racism, Racial Stereotypes, & Bias
 3. Allyship
- > After each week, facilitated discussion in racial identity affinity group



Winter Quarter

- > Case studies of racism in worker health
 1. Gauley Bridge Hawk's Nest Tunnel Tragedy
 2. Uranium mining and the Navajo Nation
 3. Immigrant agricultural workers and COVID-19
- > Guest speakers with direct OHS perspective and connection to these cases



Spring Quarter

- > Farmworker community engagement panel (PNASH)
- > Worker Memorial Day campus event
 - Disproportionate burden of COVID on workers of color
 - Atlanta-area spa shootings
- > Equity and anti-racism in the workplace (panel)
 - How has organization/company and industry engaged or might engage with institutional racism?
 - Opportunities for OHS professionals to play role?



Subsequent Activities (AY 21-22)

- > Incoming trainees encouraged to take course Racism & Public Health (1 cr)
- > Autumn 21: Introductory session on fundamental concepts of racism/anti-racism (incoming trainees)
- > Spring 22: Case study on COVID-19 deaths among Filipino nurses



Thank you

For questions, contact:

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