As a management philosophy, diversity emphasizes the importance of recognizing, respecting and appreciating individual differences and similarities in order to achieve a positive work environment where all employees have the opportunity to reach their full potential.

Diversity in the OEHS Workforce & Occupational Health Equity

**According to the CDC,** “Not all workers have the same risk of experiencing a work-related health problem, even when they have the same job. Occupational health inequities are avoidable differences in work-related disease incidence, mental illness, or morbidity and mortality that are closely linked with social, economic, and/or environmental disadvantage such as work arrangements (e.g. contingent work), socio-demographic characteristics (e.g. age, sex, race, and class), and organizational factors (e.g. business size)."

Diversity in the Workforce & Achieving Health Equity

- Greater diversity in the workforce enhances support for addressing health disparities.
- Greater diversity of experiences and perspectives supports greater innovations in public health approaches.
- Better evidence and training related to health equity facilitates improvements in public health outcomes.

“A central challenge of securing occupational health equity is that the same structures that contribute to higher injury and illness risks also operate within occupational safety and health institutions, organizations and programs. As such, workers are not only at greater risk for injury at work but also can be excluded from institutional efforts to document and prevent workplace illness and injury. Occupational health organizations need to continue developing the internal capacity and institutional relationships to effectively work with these communities.”

- The Occupational Health Equity program, NIOSH

Deep South Center for Occupational Health & Safety, University of Alabama at Birmingham (UAB)

The Center provides opportunities for masters and doctoral studies in the fields of industrial hygiene at the UAB School of Public Health, occupational health nursing at the UAB School of Nursing, and occupational safety and ergonomics and a specialty in occupational injury prevention research training at the Auburn University College of Engineering. Our well established academic programs have nationally-recognized faculty members with a research agenda involving our trainees which is reflected by a high number of publications and presentations, research grants, and professional awards. Trainees in all academic programs are engaged in research projects and outreach activities that instill in our students an appreciation of the interdisciplinary nature of the occupational safety and health professions.

Northern California ERC / Center for Occupational and Environmental Health, University of California (Berkeley, Davis, San Francisco)

The goal of the Northern California ERC, a consortium of programs of the University of California, is to train professionals as practitioner and research leaders in occupational safety and health by offering graduate degrees, residency training, clinical experiences, and research mentorship to trainees. The ERC provides a broad, multidisciplinary educational experience involving student and faculty collaborations in the classroom and on research and service projects. Activities are grounded in multi-campus, interactive teaching programs that translate knowledge into information that can be used to improve worker safety and health. In addition, through the Continuing Education Program and the Outreach components of the Labor Occupational Health Program, the ERC provides continuing education courses and outreach activities to other health professionals.

Region 4: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee

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Region 9: Arizona, California, Hawaii, Nevada, American Samoa, Commonwealth of the Northern Mariana Islands, Federated States of Micronesia, Guam, Marshall Islands, and republic of Palau

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Southern California ERC / Center for Occupational and Environmental Health, University of California (Los Angeles, Irvine)

The characteristics of our Center are embodied in a coordinated, interdisciplinary set of professional education, continuing education, research and outreach activities that have a positive impact on the regions and nation's occupational health and safety practice. The Center has seven programs, five at the University of California, Los Angeles (UCLA), one at the University of California, Irvine (UC Irvine), and two center-wide programs. The UCLA programs are: Industrial Hygiene, Occupational and Environmental Health Nursing, Center Administration and Planning, Continuing Education, Outreach. UC Irvine hosts the Occupational Medicine Program. The center-wide programs are the Pilot Project Research Training and Targeted Research Training Program. Degrees offered by ERC programs include MPH, MS, MSN, PhD, DrPH, occupational medicine residency and other professional certificates.

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University of Cincinnati Education and Research Center (UC ERC)

Since 1977, the University of Cincinnati Education and Research Center (UC ERC) has served regional and national needs in occupational safety and health through interdisciplinary academic education, research training, and professional development courses. The UC ERC provides an interdisciplinary educational environment to graduate students in four core programs; Environmental and Industrial Hygiene, Occupational Health Nursing, Occupational Medicine Residency, and Occupational Safety and Health Engineering, as well as a specialized program in Biomonitoring within Environmental and Industrial Hygiene. In addition, the UC ERC enhances interdisciplinary interaction by providing field trips for students and faculty to visit workplace sites such as coal mines, wind farms, and factories.

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Center for Health, Work & Environment, Colorado School of Public Health

Our mission is to advance worker health, safety, and well-being. The Mountain and Plains Education and Research Center (MAP ERC) was founded in 2007 to incorporate faculty and students from two institutions of higher learning into an integrated, multidisciplinary Center, to improve worker health, safety and well-being. The objectives of the MAP ERC are to promote interdisciplinary graduate education in occupational health, safety and well-being; to provide needs-based continuing education and outreach in an underserved region; to support pilot research projects that advance the National Occupational Research Agenda; and to improve minority recruitment and retention in the allied fields of occupational health and safety. We educate future leaders, conduct research, and design practical solutions to occupational health and safety challenges with our partners.

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Harvard Education and Research Center for Occupational Safety and Health, Harvard T.H. Chan School of Public Health

The Harvard Education and Research Center’s primary objective is the training of leaders in occupational health and safety specialties: occupational (industrial) hygiene, occupational medicine, occupational epidemiology, and occupational injury prevention and control. Through a combination of practical and research-oriented coursework and field experiences, graduate students at the Center examine current problems relating to the workplace and learn methods and approaches for establishing health and safe work environments. Our goal is to prepare our students to be national and international leaders for improved understanding and prevention of work-related disease through research and practice.

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Heartland Center for Occupational Health & Safety, The University of Iowa

The mission of the Heartland Center for Occupational Health and Safety is to help reduce injuries, illnesses, and fatalities of workers in Federal Region VII (Iowa, Kansas, Missouri and Nebraska) and beyond by expanding and strengthening the occupational health and safety workforce with well-trained practitioners and well-informed professionals. Since its inception in 2000, the Center has served as a resource for Federal Region VII and the US, providing interdisciplinary graduate, postgraduate, and residency training, continuing education and outreach for practitioners and researchers in occupational health and safety (OHS) professions. The Center has 6 graduate-level training programs, including agricultural safety and health, ergonomics, industrial hygiene, occupational epidemiology, occupational injury prevention, and occupational medicine.

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Region 7: Iowa, Kansas, Missouri, and Nebraska

Central Appalachian Regional ERC, University of Kentucky

The Central Appalachian Regional Education and Research Center (CARERC) provides graduate and continuing education for occupational safety and health professionals. CARERC’s scope includes counties in eastern Kentucky, western North Carolina, eastern Tennessee, western Virginia, and southern West Virginia, where elevated rates of occupational injuries and fatalities persist, particularly in production agriculture, forestry, mining, and transportation. CARERC combines the resources of the University of Kentucky College of Public Health (MPH and PhD in Occupational Epidemiology and Injury, and MPH and DrPH in Agricultural Safety and Health); the UK College of Nursing (PhD in Occupational Nursing); the UK College of Engineering (MS and PhD in Mine Safety & Health), and the Eastern Kentucky University College of Justice & Safety (MS in Occupational Safety).

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Region 4: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee

Johns Hopkins Education and Research Center for Occupational Safety and Health, Johns Hopkins Bloomberg School of Public Health

The Johns Hopkins Education and Research Center prepares leaders in occupational health and safety research and practice. Master’s and doctoral (PhD, DrPH, and ScD) training is provided in Occupational and Environmental Hygiene, Occupational and Environmental Health Nursing, Biomarkers of Occupational Exposure and Susceptibility, and Occupational Injury Epidemiology and Prevention, in addition to residency training in Occupational and Environmental Medicine. Continuing Education and Outreach components bring the strengths of the core programs to practicing occupational health and safety professionals. A Pilot Project Research Training Program provides research study support to students and junior faculty at academic institutions within our region.

Region 3: Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, and West Virginia

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Great Lakes Center for Occupational Health and Safety, University of Illinois at Chicago

The Great Lakes Center for Occupational Health and Safety is a recognized leader in the national and international movement to promote healthier and safer workplaces and workers. It is our ambition to improve, promote, and maintain the health of workers and communities. The Illinois ERC is comprised of 12 programs: 5 academic programs in Industrial Hygiene, Occupational Medicine, Occupational Safety, Occupational and Environmental Epidemiology, and Agricultural Safety and Health; Continuing Education in core OSH disciplines and Agricultural Safety and Health; an Outreach Program; Center Wide Activities including a Center Administrative Core, Diversity Recruitment, and Interdisciplinary Coordination; and two research training programs: Pilot Projects Research Training program and Targeted Research Training program.

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**University of Michigan Center for Occupational Health and Safety Engineering**

Since inception in 1982, the University of Michigan Center for Occupational Health and Safety Engineering (COHSE) has provided comprehensive graduate-level educational programs to aspiring practitioners and researchers in Industrial Hygiene (IH), Occupational Health Nursing (OHN), Occupational Safety Engineering (OSE), and Occupational Epidemiology (OE) to help meet the nation’s needs for qualified professionals. Our academic programs are complemented with our highly effective Pilot Project Research Training (PPRT), Continuing Education (CE), Outreach, and Research-to-Practice Programs. Our mission is to serve the region, nation, and world as a center of excellence for research and graduate education and in protecting the health and safety of the workforce.

**Midwest Center for Occupational Health and Safety, University of Minnesota**

The mission of the Midwest Center for Occupational Health and Safety (MCOHS) Education and Research Center (ERC) is to provide: 1) cutting-edge interdisciplinary academic and research training to prepare exceptional leaders who make significant contributions to occupational safety and health (OSH), and 2) continuing education to prepare professionals to address current and emerging threats to the nation’s workforce. Rigorous graduate academic and research programs enable quality training in: Industrial Hygiene; Occupational and Environmental Medicine; Occupational and Environmental Health Nursing; Occupational Health Services Research and Policy; Occupational and Environmental Epidemiology; and Occupational Injury Prevention Research. In addition, a major CE Program offers novel courses in-person and through distance learning to meet the needs of a diverse workforce.

**North Carolina Occupational Safety and Health ERC, The University of North Carolina at Chapel Hill**

The North Carolina Occupational Safety and Health Education and Research Center (NC OSHERC) is located at the University of North Carolina, Gillings School of Global Public Health with collaborating units at NC State University (NCSU) and Duke University. Academic training is provided in the core disciplines of Occupational Health Nursing, Safety and Ergonomics (NCSU), and Occupational Medicine (Duke University). In addition, specialized training in Occupational Epidemiology is available. An allied program in Occupational Exposure Science, replacing the former Industrial Hygiene program, is at UNC. Both master’s and doctoral degrees are offered. There are more than 50 faculty within the NC OSHERC with more than 100 enrolled students each year in these programs. We also offer an extensive Continuing Education program.

**New York-New Jersey Occupational Safety & Health Center, Mount Sinai School of Medicine, Rutgers School of Public Health, CUNY SPH, NYU, NJIT**

The mission of The New York-New Jersey Education and Research Center (NYNJERC) is to educate professionals in occupational medicine, industrial hygiene, ergonomics and occupational safety and health engineering, so that they are able to understand, evaluate, prevent, manage and treat occupational disease and injury in the workers of our region and across the United States. The NYNJERC is a consortium of five educational institutions in two states, offering training in industrial hygiene, occupational medicine, occupational safety & health engineering, occupational ergonomics and biomechanics, occupational and environmental health nursing, continuing education, and pilot research training.
Sunshine ERC, University of South Florida
The Sunshine ERC at the University of South Florida is a regional resource for industry, labor, government and the public in the areas of occupational health and safety. The ERC continues to follow its goal of promoting workplace safety, health and well-being through education, research, continuing education and outreach. Its academic programs include (1) industrial hygiene, (2) occupational health nursing, (3) occupational medicine residency, (4) occupational safety, and (5) occupational health psychology. For students, there is strong interdisciplinary coordination and a research experience. The Sunshine ERC has many partnerships including the OSHA 21d consultation and training institute programs at USF, other ERCS, and NIOSH.

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Southwest Center for Occupational and Environmental Health ERC, University of Texas Health Science Center at Houston
The overall goal of the Southwest Center for Occupational and Environmental Health (SWCOEH) is to respond to the critical need for well-trained occupational and environmental health specialists by providing graduate level academic and research training and continuing education. ERC programs, faculty and students are located in Houston and San Antonio primarily in the Department of Epidemiology, Human Genetics and Environmental Sciences, with supporting faculty from other disciplines inside and outside of the UTH ealth SPH. The ERC provides master level training in Industrial Hygiene (IH), doctoral level training in IH and Occupational Epidemiology, and postdoctoral residencies in Occupational Medicine. In addition to the academic degree programs, the ERC has active Continuing Education and Outreach Programs (CE) and a Pilot Projects Research Training Program (PPRTP) that provide a full spectrum of training opportunities.

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Northwest Center for Occupational Health and Safety, University of Washington
The Northwest Center for Occupational Health and Safety is a multidisciplinary training program located at the University of Washington, dedicated to the prevention of work-related injury and illness. The Center is administered through the Department of Environmental and Occupational Health Sciences (DEOHS) of the UW School of Public Health and includes program elements in the Schools of Nursing and Medicine. The primary focus of the Center is graduate student training with a strong emphasis in research-based education. In addition, the Center serves as a regional resource for continuing education and other outreach activities to health and safety practitioners in the region.

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Rocky Mountain Center for Occupational & Environmental Health, University of Utah
The Rocky Mountain Center for Occupational & Environmental Health (RMCOEH) is a vibrant, innovative and growing ERC that has been in existence at the U. of Utah since 1977. It is one of only two ERCS in Region 8 (UT, CO, WY, MT, ND, SD). RMCOEH is dedicated to protecting workers and their environment through interdisciplinary education, research, and service. We provide master’s and doctoral degrees in occupational and environmental health; occupational medicine residencies; continuing education; research to improve the safety and health of workers; and outreach and service to regional, national, and international organizations. Although our outreach spans across the nation, we serve the Department of Health & Human Services-defined Region 8.

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Region 10: Alaska, Idaho, Oregon, and Washington

Region 6: Arkansas, Louisiana, New Mexico, Oklahoma, and Texas

Region 8: Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming

Region 4: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee
The Occupational Safety and Health Act of 1970 mandates that NIOSH provide an adequate supply of qualified personnel to carry out the purposes of the Occupational Safety and Health Act. NIOSH ERCs have a key role in helping meet this mandate and contribute to the Institute's core mission of providing national and world leadership to prevent workplace injuries and illnesses.

About:

https://www.cdc.gov/niosh/oep/ercportfolio.html