

U-WIDE HEALTH AND SAFETY COMMITTEE

12/8/2021 Meeting Minutes | 1:00 p.m. - 2:30 p.m. |

Elected Member*		Appointed Member*		Faculty Senate Member*	
<input checked="" type="checkbox"/>	Ryan Hawkinson (1)	<input checked="" type="checkbox"/>	Mark Pekarek (2)	<input type="checkbox"/>	Ian Bennett
<input checked="" type="checkbox"/>	Carmen Parisi (1)	<input checked="" type="checkbox"/>	Kurt Oglesby (3)		
<input type="checkbox"/>	Erick Rostad (2)	<input type="checkbox"/>	Beth Hammermeister (4)	Labor Union Member*	
<input type="checkbox"/>	Tony Colinares (3)	<input checked="" type="checkbox"/>	Liz Kindred, Vice-chair (5)	<input checked="" type="checkbox"/>	Paula Lukaszek, WFSE Local 1488
<input checked="" type="checkbox"/>	Christine Aker (4)	<input checked="" type="checkbox"/>	David Zuckerman (10)	<input checked="" type="checkbox"/>	Ann Aumann, SEIU 925
<input type="checkbox"/>	Anne Sumpter (5)			<input type="checkbox"/>	Amanda Clouser, UAW 4121
<input checked="" type="checkbox"/>	Eric Camp (6)				
<input type="checkbox"/>	Tamara Leonard (6)				
<input checked="" type="checkbox"/>	Martin Arroyo (7)			Proxy*	
<input type="checkbox"/>	Alexa Russo (7)			<input checked="" type="checkbox"/>	Stacia Green (9)
<input checked="" type="checkbox"/>	Wade Haddaway (8)			<input checked="" type="checkbox"/>	Kris Harrell (7)
<input checked="" type="checkbox"/>	Christopher Barrett (8)	<input checked="" type="checkbox"/> = attended meeting * = voting members 13 = voting members for quorum			
<input checked="" type="checkbox"/>	Alexander Lefort (9)				
<input checked="" type="checkbox"/>	Sheila Prusa (9)				
<input checked="" type="checkbox"/>	David Warren (10)				
Ex-Officio Member		Ex-Officio Member		Env. Health & Safety Member	
<input checked="" type="checkbox"/>	Tracey Mosier, UWF	<input checked="" type="checkbox"/>	Rick Gleason, DEOHS	<input checked="" type="checkbox"/>	Katia Harb
<input checked="" type="checkbox"/>	Chris Pennington, UWF	<input type="checkbox"/>	Felicia Foster, AGO	<input checked="" type="checkbox"/>	Denise Bender
<input checked="" type="checkbox"/>	Steve Charvat, UWEM	<input checked="" type="checkbox"/>	Nancy Gwin, AGO	<input checked="" type="checkbox"/>	Erin McKeown
<input checked="" type="checkbox"/>	Barry Morgan, UWEM	<input checked="" type="checkbox"/>	Ken Nielsen, Risk Services	<input checked="" type="checkbox"/>	Sonia Honeydew
<input checked="" type="checkbox"/>	Lt. Chris Jaross, UWPD	<input type="checkbox"/>	Susan Wagshul-Golden, UWT	<input type="checkbox"/>	Jenna Gravley
		<input checked="" type="checkbox"/>	Allyson Long, UWB	<input checked="" type="checkbox"/>	Tracy Harvey
				<input type="checkbox"/>	Alex Hagen
Guest				<input checked="" type="checkbox"/>	Mark Volkert
<input checked="" type="checkbox"/>	Robert Lewis, HMC				

Agenda

1. **Attendance/Quorum**
2. **Call to Order**
3. **Approval of November Meeting Minutes**
4. **COVID-19 Update**
5. **De-escalation Training**
6. **Organizational Group Reports and Term Accomplishments**
7. **Union Reports**
8. **Ex Officio Reports**
9. **EH&S Updates: L&I and General**
10. **Good of the Order**
11. **Adjourn**

Minutes by Sonia Honeydew

The meeting was conducted via Zoom and was recorded.

1. **Attendance/Quorum**

Sonia verified that attendance was counted, and quorum was met.

2. **Call to Order**

U-Wide Chair Carmen Parisi called the meeting to order with a land acknowledgement and reminder of our Zoom voting process.

3. **Approval of November Meeting Minutes**

Carmen facilitated a vote; November meeting minutes were approved as is.

4. **COVID-19 Update**

Katia reported that the Husky Coronavirus Testing Program (HCTP) positivity rate is 0.2% (below local and state rates). Most are breakthrough cases (fully vaccinated people); UW will start tracking breakthrough cases for those with a booster (zero or one case so far). UW still has no classroom transmission cases, and the post-Thanksgiving case increase was low, but cases should rise after winter break. UW is promoting testing before and after winter break.

The Omicron variant of concern has reached Washington state. Campus COVID safety measures emphasize vaccine boosters (per the CDC) and promote flu shots. Per our [public dashboard](#), UW employee and student vaccination rates are both over 98% (with 95% of students reporting). This reduces the risk of transmission, hospitalization, and death.

On November 29th, UW began the required test reporting program for our approximately 300 employees with approved medical or religious exemptions to vaccination. They also must (1) distance while eating and drinking, and (2) wear a medical procedure mask rather than cloth



mask at work. We've only identified two positive cases in this group so far but are still entering people into the program. In Winter Quarter, unvaccinated students will start entering this program and be advised of the masking and distancing requirements.

Katia reminded us of EH&S' COVID-19 Response and Prevention email, covidEHC@uw.edu, the [UW Coronavirus page](#), and [EH&S COVID Resources page](#) with more user-friendly [FAQs](#).

5. De-escalation Training

Liz Kindred introduced Robert Lewis, the Workplace Violence Prevention Manager for Harborview Medical Center. Robert's training follows in summary form.

Workplace violence is a known hazard for healthcare employees, who may be seeing people on the worst day of their lives, or seeing people with mental illness, traumatic brain injury, or addiction problems who may not know what they're doing. Harborview is a trauma center treating the most vulnerable populations of our society, with four locked psychiatric units, one of the largest outpatient mental health programs, and the Involuntary Treatment Act Court.

In 2006 Harborview standardized a de-escalation training program. They began with vendor CPI's Nonviolent Crisis Intervention training for the Emergency Department, Psychiatry, and Security. This unified education provided such good results that they expanded the program to all staff.

In staff orientation, basic Workplace Safety teaches how to (1) recognize early stage "Behaviors of Concern," (2) start the process of de-escalation to help people who are in crisis, and (3) resolve or refer events. The basic concepts of de-escalation are to supportively validate their concerns, offer options to assist them, and connect them to resources. Employees should engage safely from a customer service perspective. If the situation escalates, if attempts to support fail, or if there are threats or acts of violence, the employee should remove themselves and call security or 911.

The last 15-20 years of data shows that 98% of the violence comes from the patient population, so HMC focuses de-escalation training where care and treatment is given. Trained employees can anticipate the need for additional help with de-escalation, and better evaluate the situation and understand when to leave and call security if they encounter the 2% of the violence that occurs outside in parking garages, streets, and sidewalks.

In 2019, per nurses' request Washington state required that healthcare organizations provide an *enhanced* de-escalation training plus enhanced workplace violence comprehensive education, ensure at least 50% of Workplace Violence committee members are elected, and expand the definition of workplace violence. In response, Harborview created a popular new four-hour training for Workplace Violence Prevention and De-escalation.

The new enhanced training uses components of the CPI course but follows recent shifts to a "trauma-informed care" version of de-escalation, since we now understand that escalated behavior often stems from trauma. Rather than just trying to stop or change the behavior in



the moment and set limits on behavior by stating what is and is not OK, trauma-informed care de-escalation focuses on helping the person through the behavioral crisis in a way where they can regain self-control. Our new training is now mandatory for all staff, taught to 900 HMC employees over Zoom in 2021, and hopefully the rest in 2022. We also plan to start some in-person training with role play exercises for staff working with patients in person.

De-escalation is just a tool. It's an extension of the security program. We are continuing to improve our program, but also stay within compliance with changing laws. Security is a collaborative effort from everyone, from first witnesses knowing who to call to collaborative assistance for the individual in crisis.

Liz asked for an example of trauma-informed care when dealing with an escalated patient. Robert said rather than telling the patient "Calm down, you can't behave that way" while they're amid a crisis and they are not in a frame of mind where they can self-regulate, staff should remain at a safe distance and try to help them through the crisis by asking, "What do you need right now? Clearly, you're upset. Maybe we have someone here who can help you with what you need." Work on identifying the source of their crisis rather than trying to change their behavior. Then they can self-regulate and communicate better.

Kurt asked whether Robert was aware of any other de-escalation programs around campus that aren't centered on healthcare, for example something applicable to dealing with people in the HUB refusing to follow COVID protocols, or for addressing homeless people in the HUB.

- Robert recommends the shorter Nonviolent Crisis Intervention course, which he still teaches at HMC even though they're also doing the newer course for compliance.
- The basic CPI course has a simple step-by-step framework that would be useful for non-clinicians to develop effective skills. Also, there are many CPI instructors in UW Medicine; you might join one of their classes or ask them to come teach a class.
- There are also a couple different programs available for free on YouTube, which give a framework for how to respond to certain situations.
- Safe Campus has great Violence Prevention training, applicable to any environment, but not a de-escalation course.

Chris Jaross said UWPD employees take Crisis Intervention Training through the Criminal Justice Training Commission (40 hours, by King County) but UWPD doesn't offer a de-escalation course to UW employees. Christine pointed out that Bridge has HSAS&F De-escalation Training for Health Sciences security staff. You can copy that course in Bridge.

Robert said Kurt should probably start a program at the beginning of 2022, as pandemic trends indicate staff are burned out and this type of education is very helpful.

6. Organizational Group Reports and Term Accomplishments



Katia prefaced group reports by thanking everyone, on behalf of EH&S and the Executive Office at the university, for their service this term. She said U-wide members' leadership and commitment to health and safety has been essential to the community, especially during the pandemic by helping committees, departments, and leadership remain informed with timely information. Notable term achievements included helping to update the Accident Prevention Plan (UW's foundational health and safety policy document); helping update the U-wide charter to incorporate Diversity, Equity, and Inclusion; and supporting the reorganization of our HSCs and the transformation of the OARS viewing process. UW is one of the few universities in the country with this type of health and safety network. U-wide members are very important stewards for safety, spreading a message that improves the proactive, compassionate, and empowered safety culture of UW.

HSC-1: Ryan reported HSC-1 election nominations are under review as they prepare the election. Term accomplishments included taking in many smaller groups from HSC-2 and learning how they work with each other so representation would be appropriate. They also received parts of HSC-4 including EH&S and WANPRC, and thus became a very diverse HSC that reviews animal bites and boat accidents. Ryan appreciates the diverse participation.

Sonia added that she's impressed that such a large group is so well organized (credit to their leadership); their election was very well run (identifying all sub-units and verifying representation); and HSC-1 is a very inclusive, engaged, and a positive group.

HSC-2: Mark reported that their Election Coordinator left UW, delaying their election process. Their big term accomplishment was approving their charter with amendments.

Sonia called out the way the HSC-2 attendance roster highlights voting members so it's easy for the Chair to count quorum. She also appreciated that HSC-2 made a major effort this year to increase participation in OARS reviews; and that their Executive Sponsor emailed all UWF staff to emphasize the value of HSC-2 and encourage election participation.

Chris Pennington added thanks to Mark for stepping up to be their Chair and doing a fabulous job managing representatives for a very complex organization. She said Mark will be missed but built a great foundation to help next term's members hit the ground running.

HSC-3: Kurt reported that they have election nominees and hope to get the ballot out later today or tomorrow. Their biggest term accomplishment was getting the Hall Health window wells covered so no person or animal will fall into them.

Sonia added that HSC-3 had a few great presentations well received by the members, worth mentioning because it might inspire other groups next year: Jason Goodrich from SafeZone and Brandon Kemperman addressing seasonal heat and wildfire smoke. Sonia also appreciated HSC-3's discussion of the falling slate roof tiles, and in general their members' responsibility and action to follow up on root cause analysis and corrective actions.



HSC-4: Christine reported next week they'll catch up on OARS reports and add the DEI language into their charter. Elections are at different levels of completion as they are run separately by the five Health Sciences schools plus HSASF and a few other small units. School of Medicine will email about elections this week or next.

Term accomplishments include being a very active group that met quorum all months but one, and using Microsoft Teams to share resources internally. During the pandemic they reviewed chemical safety resources such as exposure and spill response protocols, what PPE to use when disinfecting, Hazard Communication, SDS sheets, and MyChem. They started using the Tableau dashboard for a quarterly review of HSC-4 trends, and to track On-Time Reporting and Near Miss statistics. They noted that in 2020 HSC-4's On-Time reporting was above the target at 75% (up from 2019) and their Near Miss reporting was below target at 6.6% but trending up.

Sonia added that Christine is a master of managing a lot of information very efficiently, reviewing every one of HSC-4's many OARS reports. She calls out the On-Time Reporting status of each OARS report, and HSC-4 catches location mistakes in OARS reports.

HSC-5: Liz reported their election resulted in a nice mix of nursing staff and security. The medical centers are seeing less COVID transmission but had an outbreak in November. Many COVID exposures now are staff-to-staff, as staff are burnt out and want to talk and eat with each other. UW Medicine seeks to improve staff resilience through opportunities to debrief together, therapy dogs, and even a miniature therapy pony. Flu shots are encouraged.

This term Northwest Hospital and UW Neighborhood Clinics were incorporated into HSC-5, representing about 3k more staff, and the HSC-5 Executive Sponsor changed. Employee Health teams at both campuses have done a lot of good work -- Harborview's team went from two to six, handling all contact tracing, vaccination tracking, and respirator fit testing. Like health care institutions across the state, they've had several L&I inspections and are improving at them.

Sonia complimented how each hospital shares fascinating monthly slides summarizing accident statistics. Liz said Harborview can easily have more than a hundred reports a month so they break it down into statistics and highlight trends or interesting events.

HSC-6: Eric reported that their OARS reports are increasing, and they had a membership change. Their election is resolved other than a tie for the tenth spot. HSC-6 represents a diverse 25,000 students and staff in the College of Arts and Sciences. Remote school and work changed the nature of OARS reports, with safety focused more on mental health, but with the return to in-person classes OARS reports have normalized as people relearn onsite safety.

Sonia noted HSC-6 shows good DEI awareness, exemplifying that it's everyone's job to speak up when they see an opportunity to improve our systems or communication for better DEI.



HSC-7: Martin reported they haven't met since the last U-wide. Their term accomplishments included Allyson's great support in terms of presentations and expertise, regular new topics and focus on near misses. Sonia added that Allyson's PowerPoints provide very engaging visual information regarding OARS reports and monthly safety topics. Also, HSC-7 did well in reaching out to new faces for their election and added an ASUWB member for a student perspective.

HSC-8: Chris reported their elections are complete; they just await one Faculty Council appointment. Term achievements included navigating a change in Executive Sponsor early in the term, and building a good structure for the HSC. Sonia added that it was quite impressive how HSC-8 went from knowing nothing about the election process to being the first to complete theirs. Also, this group increasingly dug into root causes and corrective actions.

HSC-9: Alexander reported that they found an issue with sharps disposal and are working with EH&S for new routing. They reviewed the APP and provided suggestions. They encouraged taking the Five Whys training, which emphasizes improving the institution and protocols rather than blaming employees. The December meeting is cancelled. Election voting is finished.

Term accomplishments included having a very active group who asked great questions to discover holes in UW policies, plus opportunities to better define UW roles and responsibilities. They improved their use of Five Whys analysis in OARS reviews. They migrated shared documents from Google drive to OneDrive, and switched to teleconference meetings, which may continue as a more accessible option for members from many different buildings. They added the U-wide's DEI statement to their charter. Computer Science and Engineering received a Lab Safety Innovation award. Human Centered Design & Engineering successfully created their most complex lab, in Sieg.

Sonia noted examples of Group 9 identifying issues relevant to the whole campus: (1) problems with the equipment surplus process, and (2) the problem with the old sharps disposal routing. The College of Engineering has all the hazards so they're in a great position to identify safety issues, but that only works because their HSC members are so engaged.

HSC-10: David Warren reported that each subgroup ran their own election, and were all done by early December. They decided next term's members should add the DEI charter amendment. Their term accomplishments were a committee mailing list, and excellent departmental health and safety management and communication with EH&S. As a result, the many employees represented by HSC-10 who continued to work onsite contracted very few cases of COVID. David Zuckerman added that they really appreciated Eleanor Wade's Root Cause Analysis presentation in April regarding safety concerns on the RV Thompson.

HSC-10 also started a funded Safety Suggestion Box, accessed on the Dean's website, which accepts anonymous suggestions. HSC-10 has already funded one. Sonia said that in addition to the Safety Suggestion Box, HSC-10 reviews the OARS dashboard trends and lab safety dashboard trends to identify targets for accident prevention.

7. Union Reports

Paula reported there had been some issues around confined space and Lockout Tagout, but they have since been resolved.

Paula mentioned issue around small contractor firms doing small jobs in our buildings who aren't masking up. She asked for the best way to route such immediate concerns. Denise recommended submitting via the "Report a Concern" button on the [EH&S main page](#), with as much detail as possible, especially the name of the business, the location, and any photos. It can be anonymous. Then EH&S can reiterate UW's policy to the contractor.

8. Ex Officio Reports

UW Facilities: Tracey Mosier and Chris Pennington had nothing to report.

Emergency Management: Steve pointed out President Cauce's December 2nd announcement that the university is [reimagining safety at the UW](#), reorganizing UWEM with UWPD and Safe Campus to create a one stop shop for safety functions. This is relevant to this group; please submit suggestions and comments at the link.

Barry said it's a La Nina winter (cooler and wetter than normal) for the second consecutive year, which statistically means eight inches of snow this winter, but a big storm could bring more. In the news today, the earthquakes off the coast of Oregon from the Blanco Fracture Zone (a strike slip zone -- moves laterally and does not have tsunami potential) is a good reminder to make your personal earthquake preparedness plans.

UWPD: Chris Jaross reported (earlier in the meeting) that over the past month 7-8 Motor Pool cars were stolen, which they are slowly recovering. As a reminder, please remove valuables from cars, lock car doors, and take your keys. Also, UWPD has been moving the light stanchions around in lot E12, to balance parking lot safety with the problem of glare into residences across the water. They think it's resolved but feedback is welcome. They prefer lighting that doesn't have to be refueled 2-3 times per week.

DEOHS: Rick Gleason commented that violence exists in the workplace beyond patient care settings; late night retail store clerks must be trained not to fight back in a robbery. We don't have much cash here on campus but still important. Also, 21 years ago a professor in the medical school was killed by his student, who then killed themselves. And in 2007 Rebecca Griego was killed at Schmitz Hall by an ex-boyfriend who killed her and then himself. If you are ever threatened, please report it to your supervisor and UWPD so they can deal with it and take precautions. Sonia's suggested to report it to Safe Campus.

AGO: Nancy Gwin had nothing to report.



Claim Services: Ken Nielsen had nothing to report.

UW Tacoma: Susan Wagshul-Golden was not present.

UW Bothell: Allyson reported that one of their lab members received a Lab Safety Innovator award. Over the last year UWB and Cascadia research safety has coalesced with great teamwork and transparency. The UWB Campus Safety Team has been trained in de-escalation techniques. (Unfortunately, this team receives a lot of passive aggressive bias while they are trying to provide safety service.) They've been tracking the number of COVID prevention supplies provided by UWB Facilities: about 500 face masks per week but not much hand sanitizer or sanitizing wipes; it seems most people aren't using those wipes after classes or meetings – perhaps there could be some messaging on that.

9. EH&S Updates: L&I

Erin reported four ongoing L&I cases in appeal having to do with face masks and social distancing. She said there were five new L&I new in November. One has to do with social distancing, another with rodents in a building on the Tacoma campus, another with electrical cords at a COVID test site, a fall from a ladder on a research vessel, and an outbreak of COVID-19 at HMC.

EH&S Updates: General

Denise pointed out the announcement of the [December 15th Lab Safety Awards and Innovation Event](#), and that the December [EH&S external newsletter](#) has a number of interesting articles. The new [Biosafety Manual is online](#) now, the [updated Lab Safety Manual is available](#), and the [COVID training](#) has been updated regarding vaccination requirements.

We have a Biosafety officer position open, a temporary lab safety inspection position open, and hopefully are about to hire an Admin Assistant and a Lab Safety Specialist. Tracy Harvey chimed in that they are pleased the Lab Safety Specialist position will be permanent.

10. Good of the Order

Carmen appreciated hearing all the group reports, and Sonia said there isn't enough time to express all her gratitude. Liz thanked Sonia and Carmen for their work and their commitment. Erin thanked Liz and Carmen for all their work chairing and arranging for so many excellent presentations over the past two years.

11. Adjourn

Carmen adjourned the meeting at 2:30 pm with "Happy Holidays and Happy New Year."